

JUN 9 1980

MINUTES

of the

FACULTY SENATE

of

CLEMSON UNIVERSITY

MINUTES

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May -
Oct. 1979

May 1979 through October 1979

CLEMSON UNIVERSITY

MINUTES OF THE FACULTY SENATE 1979-80

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Faculty Senate Roster 1979-1980

(Senate Phone - 656-2456)

| NAME | ACADEMIC UNIT | CAMPUS ADDRESS | PHONE | TERM ENDS |
|---|----------------------|----------------|----------|--------------|
| <u>AGRICULTURAL SCIENCES:</u> | | | | |
| A. R. Mazur (A) | Horticulture | 168 P & AS | 3403 | 1980 |
| S. G. Turnipseed (W) | Ent. & Econ. Zoology | Edisto St. | 284-2203 | 1980 |
| B. R. Smith * (R) + | Agron. & Soils | 277 P & AS | 3102 | 1981 |
| C. S. Thompson (V. Pres.) | Ag. Ec. & Rur. Soc. | 255 Barre | 2396 | 1981 |
| R. G. Bursey (W) | Food Science | B-213 P & AS | 3397 | 1981 |
| J. W. Dick (P) | Poul. Science | 116 Newman | 3166 | 1982 |
| V. L. Quisenberry (W) | Agron. & Soils | 277 P & AS | 3102 | 1982 |
| H. M. Harris (W) | Ag. Ec. & Rur. Soc. | 270 Barre | 3475 | 1982 |
| <u>ARCHITECTURE:</u> | | | | |
| J. L. Young (A) + | Arch. Studies | 159 Lee | 3081 | 1981 |
| H. W. Webb (P) | Bldg. Science | 142 Lee | 3081 | 1982 |
| <u>EDUCATION:</u> | | | | |
| W. E. West * (P) + | Industrial Education | 107 Freeman | 3447 | 1980 |
| G. W. Gray (A) | Elem. & Sec. Educ. | 217-A Godfrey | 3482 | 1981 |
| L. H. Blanton (W) | Agri. Education | 108 Tillman | 3300 | 1982 |
| <u>ENGINEERING:</u> | | | | |
| D. D. Edie (A) | Chem. Engr. | 221 Earle | 3056 | 1980 |
| J. J. Komo (P) + | Elec. & Comp. Engr. | 225 Riggs | 3378 | 1980 |
| W. Baron * (W) | Civil Engr. | 212 Lowry | 3002 | 1981 |
| *J. N. Gowdy (W) | Elec. & Comp. Engr. | 224 Riggs | 3379 | 1980 |
| <u>FOREST & RECREATION RESOURCES:</u> | | | | |
| G. E. Howard (A) <i>J. L. Stevenson - 2nd Sem.</i> | Rec. & Park Adm. | 290 For & Rec | 3400 | 1981 |
| D. L. Ham (R) + | Forestry | 262 For & Rec | 2478 | 1982 |
| <u>INDUSTRIAL MANAGEMENT & TEXTILE SCIENCE:</u> | | | | |
| G. H. Worm (P) + | Ind. Management | 312-B Sirrine | 3499 | 1981 |
| J. A. Kimbell (A) | Acct. & Finance | 304 Sirrine | 3265 | 1982 |
| R. W. Rouse (W) | Acct. & Finance | 213 Sirrine | 3265 | 1982 |
| <u>LIBERAL ARTS:</u> | | | | |
| H. W. Fleming (Pres.) | Pol. Science | 401 Strode | 3246 | 1980 |
| R. S. Lambert (W) | History | 104-A Hardin | 3153 | 1980 |
| E. M. Coulter (Sec.) | Pol. Science | 410 Strode | 3235 | 1981 |
| C. A. Grubb (A) + * | History | 203 Hardin | 3153 | 1981 |
| R. B. Rollin (P) | English | 602 Strode | 3030 | 1982 |
| <u>LIBRARY:</u> | | | | |
| M. A. Armistead (P) + | Documents | Library | 3024 | 1982 |
| <u>NURSING:</u> | | | | |
| M. A. Kelly (A) | Nursing | 439 Nursing | 3072 | 1980 |
| P. M. Kline (R) + | Nursing | 519 Nursing | 3072 | 1982 |

(See other side)

| NAME | ACADEMIC UNIT | CAMPUS ADDRESS | PHONE | TERM ENDS |
|---------------------|----------------|----------------|-------|--------------|
| <u>SCIENCES:</u> | | | | |
| P. B. Burt (W) | Phys & Astro. | 117 Kinard | 3417 | 1980 |
| H. K. McDowell (R) | Chem. & Geol. | 114 Brackett | 3089 | 1980 |
| J. E. Schindler (W) | Zoology | 336 Long | 3247 | 1981 |
| H. F. Senter (A) | Math. Sciences | 0-304 Martin | 3433 | 1981 |
| D. S. Snipes (P) + | Chem. & Geol. | 210 Brackett | 3438 | 1981 |

*Committee Chairman; +Advisory Committee Members

KEY: Admissions and Scholarship (A); Policy (P); Research (R); and Welfare (W)

*J. N. Gowdy replacing Dr. J. C. Hester until August 14, 1980 while Dr. Hester is on leave.

MINUTES OF THE FACULTY SENATE

May 8, 1979

The Senate Chamber

1. Call to Order

The meeting was called to order by President Fleming at 3:33 p.m.

2. Approval of Minutes

The Minutes for April 17, 1979 were approved without comment.

3. Committee Reports

A. Admissions and Scholarship - Senator Hester, Chairman, reported that the Committee had not met since the last Senate Meeting. Senator Hester announced a list of six major items that will be under consideration by the Committee during the coming year. They are as follows:

1. The development of a written Admissions Policy.
2. The size of the student population
3. Past and proposed recommendations for disadvantaged and remedial students.
4. The Senate's response to grade inflation
5. Faculty requests for a modified class schedule
6. The Senate's continuing concern with the University withdrawal period.

Senator Hester noted that six sub-committees will be set up to study these issues. Any Senator not on the Admissions and Scholarship Committee is invited to participate in any of these meetings.

B. Policy - Senator West, Chairman, reported that the Committee had not met since the last Senate Meeting. The Committee will meet on May 22 at 3:00 p.m. in 105 Freeman Hall. There has been no report from the Administration or from former Faculty Senate President Steirer on the status of the Faculty Constitution. Any Senator is welcome at any time to appear before the Committee when it is discussing the Constitution.

C. Research - Senator Smith, Chairman, was not in attendance. President Fleming noted that he, Senator Smith, Admiral McDevitt, and Mr. Ben Anderson had met concerning the proposed Copyright Policy. The problem appears to be the subjectivity of the reader when encountering certain vagaries of the language of the policy, especially with regard to the principle of protection of the University. McDevitt is comparing the proposed policy to those of the University of South Carolina, the University of Hawaii, and two other institutions. There does not appear to be much difference among them as to the substance of the language, and modifications of Clemson's policy along the consensus lines is anticipated. President Fleming feels that the Administration intends to be liberal toward faculty interests, once the wording problem is resolved. Senator Smith's Committee will review and re-draft the Copyright Policy during the coming year. Admiral McDevitt suggested that the Senate consider combining the present Patent and future Copyright Committees into a single committee for purposes of coordinating the University's approaches to both subjects.

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- D. Welfare - Senator Baron, Chairman of the committee reported that he, President Fleming and Senator Turnipseed met with Mr. Darrell Hickman, Assistant Vice President of Budgets and Systems, and reviewed procedures with regard to the peer-faculty salary study. He reported that Mr. Hickman plans to consult with the following "peer" institutions: Georgia, Georgia Tech, The University of North Carolina (Chapel Hill), North Carolina State University (Raleigh), V. P. I., and Auburn University. Senator Baron feels that the University of Virginia should be included and the Welfare Committee agrees. He also noted that Vice President Barnette will take the results of the peer-group study to the Board of Trustees, but after that, the information's distribution is unknown. Senator Baron informed the Senate that, along with the salary data, the peer-group study will also address comparable fringe benefits for faculty. He also announced that Mr. Hickman had reported that the S. C. Commission on Higher Education has revised the formula for institutional budgets in such a way that a comparison among peer institutions will constitute a variable. Senator Baron solicited Senate opinion on what constitutes a "peer institution" and recommended that each college delegation submit to the Welfare Committee a list of four institutions, on a priority basis, which they feel ought to be included in the overall list of peer institutions. An overall list will then be drawn up based on a "weighted" tabulation of the results. Senator Baron also announced that his committee will survey the faculty as to their concerns which the Welfare Committee might address this year, such as the alledged difficulty of collecting Blue Cross claims. Finally, Senator Baron announced that Senator Lambert will chair a subcommittee on recommendations to modify the graduation exercises and on the granting of honorary degrees.
- E. Ad Hoc Committees - Senator Lambert reported for the Committee on Faculty Evaluation. They have been meeting for two years. The final report was finished on May 8. It will be printed in the University Newsletter. Specific recommendations are as follows:
1. The present three forms should be retained but renumbered as follows:
Form 1: Evaluation Worksheet; Form 2: Professional Data Sheet;
and to continue Form 3: Evaluation Summary.
 2. That certain forms be revised as follows:
 - a. Form 1: Evaluation Worksheet:
 - (1) Delete all stipulated subtasks under the retained five categories of: I, Teaching; II. Research; III. Extension; IV. Librarianship; and V. Other Activities, so as to permit department heads and faculty members to agree on their own subtasks for greater flexibility.
 - (2) Replace existing scores in each category (a possible 1.0) with a scale ranging from 6-1 on each agree-upon subtask, the numbers representing in order: Excellent, Very Good, Good, Fair, Marginal, and Unsatisfactory.
 - b. Form 2: Professional Data Sheet: No change

c. Form 3: Evaluation Summary:

- (1) Under III. Performance, department heads will simply check one of: Excellent, Very Good, Good, Fair, Marginal, or Unsatisfactory.
 - (2) After faculty members see their evaluations, they are to indicate whether they concur with their evaluation. If they do not concur, they have ten calendar days to file a disclaimer with the department head which becomes a part of the evaluation.
3. That the schedule of procedure prescribed in the Dean of the University's memorandum of September 20, 1978 be simplified so that normally one conference each Spring between faculty members and department heads should suffice to discuss both Forms I and 3.
 4. That certain of the present Faculty Evaluation Procedures be revised to conform to the changes in forms noted above, particularly the Evaluation Worksheet and the Evaluation Summary.
 5. That the present Guidelines for Faculty Evaluation be retained with only minor changes.

Senator Lambert fielded questions concerning his digest of the report to wit:

Why is there a numerical rating on the "goal setting form" (#I)? (the answer was that this will not be filled out at that time, but later, for purposes of evaluation);

How will the overall rating be arrived at when each faculty member will have different variables to be considered? (the answer was that the final evaluation will be based on an overall percentage of the figure, six, with each variable score weighted by the department head);

Why the number, six? (there was no answer);

Is the rating, "fair" synonymous with the word, "satisfactory"? (the answer was, probably);

Who will review the evaluation? (the answer was the college dean, who can make additional comments. The faculty member also has ten days in which to file a demurrer. The faculty member may also see any comments made by the dean).

Will the form be used to determine the recipients of merit raises? (the answer was, presumably so!).

Other general comments were that the Ad Hoc Committee recommends no major changes to the evaluation system. It essentially addressed the principle bases of dissatisfaction. The second page is not changed at all. The numerical ratings have meaning only within a single department. A general discussion concerning the philosophical aspects of faculty evaluation and its uses ensued. The conclusion seemed to indicate that the major use of such evaluations should be

for determining salary increases and promotions. The sum of human knowledge not having been greatly enhanced, a motion to terminate the discussion was approved. The report was accepted unanimously.

Senator Thompson reported for the Committee on Policy Goals. He indicated that because of a paucity of time there was a lot of give and take among the members concerning the four broad areas which were determined (See Attachment A for the full report). A motion to approve the report was made. Before it could be voted on, a subsequent motion was made by Senator Hester to amend the report by changing the first sentence on page four to wit: the word "full" to read, "concurrent", and the words "in consultation" to be stricken. After a brief discussion, Senator Hester accepted the word, "co-equal" for the proposed word, "concurrent". His argument with regard to the overall amendment was (1) that co-equal authority was the proper role for the faculty to assume, (2) that this role would be more acceptable to the Administration, and (3) that the word "full" might dispell the spirit of the report and cause its purpose to be defeated. The amendment was approved unanimously. Senator Howard then moved to strike the entire statement on Faculty participation in University governance. He argued that it would cause the Administration to dictate the acceptance of the proposed faculty Constitution which has not yet been passed by the entire faculty. Senator Hester noted that the document does not do anything more than elaborate on the Constitution which is before the Administration already in a preliminary context. The document advises; it does not cause any action. The language is "should" not, "shall". Senator Rollin noted that the document is a basis for discussion only and that any changes in faculty governance will be made in accordance with already-existing structures. The question was called, and the motion to strike was defeated. After some minor typographical errors were corrected, the question to accept was called. The report was accepted.

F. University Committees - No reports.

4. President's Report:

1. Minutes of the Board of Trustees meeting, April 20-21, appear in the May 1 University Newsletter. In addition to the actions of the Board as summarized there, the Board confirmed and ratified award of a construction contract in the amount of \$409,777 to expand the student bookstore. It is hoped that renovation of the Library will be completed during September of this year.
2. The Executive Committee of the Board of Trustees nominated President Robert C. Edwards and State Senator L. Marion Gressette as candidates for honorary doctorates. The faculty committee (as defined on p. 53 of the Manual for Faculty Members) recommended unanimously that President Edwards be awarded the Doctor of Humanities degree and that Senator Gressette be awarded the Doctor of Laws degree. Citations of the recipients are attached.
3. On April 25, Senator Smith (Chairman of the Research Committee) and I met with Admiral McDevitt and Mr. Ben Anderson, University Legal Counsel, concerning the proposed new Copyright Policy. We will cover details of that meeting under Committee Reports.

4. Dean Hurst reports that the Registrar will publish the criteria for honors in the May 1979 graduation program and in each program thereafter.
5. Those Senators who anticipate extended absences from the campus during the summer months should consult the policy on summer alternates (p. 77 of the Manual for Faculty Members).
5. Old Business - None
6. New Business - Senator Hester moved "that the Policy Committee review the new faculty evaluation process and that the President of the Faculty Senate advise Dean Hurst of our evaluation of the new forms." The motion was approved unanimously. Senator Hester then moved that "an Ad Hoc Committee composed of members of the Faculty Senate Research Committee, the Office of University Research, the Office of Grants and Contracts, and other interested faculty; all to be chosen by the Chairman of the Faculty Senate Research Committee, be formed and commissioned to review and recommend ways of assisting the research efforts of faculty from all segments of the University." The motion was challenged by Senator Turnipseed as to its timing. Senator Hester noted that since Mr. Hickman and others were currently looking into the question, and that, whereas they might be persuaded to consider these questions concurrently with the proposed committee, he therefore felt that the timing was propitious. The motion passed unanimously.
7. The meeting adjourned at 4:45 p.m.

Respectfully Submitted,

Edwin M. Coulter

Edwin M. Coulter
Secretary

Senators Absent:
Agricultural Sciences: Smith
Education: Blanton
Engineering: Edie

EMC/lm
Enclosures

8

LAWRENCE MARION GRESSETTE

Senator Lawrence Marion Gressette, Chairman of the powerful Senate Judiciary Committee and President Pro Tempore of the Senate, has served the State of South Carolina and the Nation unselfishly in a career of public service that spans more than a half-century. Since his election to the South Carolina House of Representatives in 1924 and his election to the State Senate in 1936, he has maintained an unswerving dedication to the strengths of our governmental system and has provided the type of enlightened leadership needed for South Carolina to continue to grow.

Senator Gressette's talent is written into the heart of the organic and statutory law of South Carolina. Some highlights of his legislative accomplishments are: the revision and modification of the South Carolina Constitution of 1895, including a total reform of our judicial system, the "home rule" reforms, and adoption of a new article guaranteeing fiscal integrity in government; the support of a sound educational system in South Carolina and particularly the support of technical education, the expansion of vocational and special education programs, and continuing improvements in higher education; the establishment of the State Forestry System, which is a model for the entire Nation; and the support of fiscal conservation in government operations, which has helped South Carolina maintain its Triple A rating in the nation's financial markets and saved the State millions of dollars in capital improvement bonds.

The Senior Senator from Calhoun was born in Orangeburg County on February 11, 1902. He was graduated from St. Matthews High School and the University of South Carolina with an LL.B. degree in 1924, the same

year he began his legislative career as a Democrat from Calhoun County. In 1970 he was awarded the J.D. degree from USC and in 1977 received an LL. D. degree.

In the State Senate, Senator Gressette also serves as Vice-chairman of the Committee of Education, Chairman of the Committee on Interstate Cooperation, and is a member of the Governing Board and the Council of State Governments. In addition, Senator Gressette has served as Chairman of the Senate Education Committee and the Senate Committee on Military Affairs. As Chairman of the Senate Education Committee, he has served on the Board of Trustees at the University of South Carolina and Winthrop College, as well as the Board of Visitors at The Citadel while he was chairman of the Committee on Military Affairs. Since 1925 the Senator has been a delegate to state conventions, and in 1952 he was an alternate to the National Democratic Convention and in 1956 was a delegate.

In 1975 Senator Gressette was honored for his work for the mentally retarded by the naming of the Calhoun County Child Development Center the "Marion Gressette Center" in Cameron, South Carolina. Also, March 6, 1977, was officially proclaimed by Governor James B. Edwards as L. Marion Gressette "The Grey Fox" Day in South Carolina. The Senator has also been honored by his colleagues through the hanging of his portrait in the chambers of the State Senate and the dedication of the Senate office building in his name.

Senator Gressette is married to the former Florence Howell, and they are the parents of one son, Lawrence Jr., who is a graduate of Clemson and the University of South Carolina Law School.

The law of South Carolina is a dynamic force in our society. That the law lives and, in turn, breathes life into our communities is largely to the credit of Senator Lawrence Marion Gressette.

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10

ROBERT COOK EDWARDS

Robert C. Edwards, eighth president of Clemson University, has presided during the University's greatest era of achievement, growth and service to the people of South Carolina, the region and nation. A native of Fountain Inn, Dr. Edwards began his association with Clemson University in 1929 when, at the age of 15, he came to campus as a freshman. He graduated in 1933 and began a career in textile management. At the height of his success, he was tapped in 1956 as Clemson's first vice president for development. When President Franklin A. Poole died in 1958, he was named acting president. In 1959 he was elected president by the Board of Trustees.

During the Edwards presidency, the University has completed an astonishing, but well-planned growth from military school to fledgling civilian college to major university. Under his leadership Clemson has invested more than \$94 million in new facilities, and there is an additional \$18.3 million in new projects on the drawing boards — a total of more than \$112 million since 1956. He personally has awarded 70 percent of the institution's 40,000 conferred degrees, including all of its doctorates, associate of arts degrees and virtually all of its master's degrees.

The quality of Clemson students is reflected in the 1978 freshman class, which scored more than 100 points better than the national average and 200 points above the South Carolina average on the standardized Scholastic Aptitude Test. Almost 800 of the 2,020 freshmen met requirements for some kind of advanced academic standing.

During President Edwards' tenure the number of faculty members has increased from 291 to 967, while the number with terminal academic degrees has risen from 32 to 68 percent of the total. Clemson operates today with a budget of

\$94.8 million compared with \$5.6 million in 1955. To President Edwards goes the lion's share of credit for negotiating changes in the Hartwell Reservoir project in the late 1950s that prevented irreparable damage to the University, as well as saving 800 acres of priceless agricultural land.

In 1963, a landmark year for Southern higher education against a backdrop of violence and disruption on other campuses, Clemson met the challenge of desegregation orderly and peacefully, setting a model for the rest of the country. The Saturday Evening Post labelled Clemson's action, and President Edwards' accomplishments, "Integration with Dignity."

During the Edwards era, Clemson has solidified its role as a partner of the people. The institution has perfected its undergraduate program, developed its research and public service capabilities to the highest quality, and served as the State's most important vehicle for bringing knowledge from the campus and applying it to problems confronting people.

Recognizing the need for continued excellence and wishing to honor President Edwards for his career of outstanding service to Clemson, the Board of Trustees has established a permanent endowment of not less than \$1 million, known as the Robert Cook Edwards Endowment for Excellence in Science and Technology.

President Edwards, who retires June 30, is married to the former Miss Louise Odom. They have two children, Robert C. Edwards Jr. of Hendersonville, N.C., and Mrs. Nancy Reid of Jacksonville, Ala.

President Edwards has received Honorary Doctor of Laws degrees from The Citadel and Wofford College and currently serves as a director of the Duke Power Company and Dan River, Inc.

Ad Hoc Committee on Policy Goals

Final Report

May 8, 1979

Stassen Thompson, Chairperson
Myra A. Armistead
William Baron
Phillip B. Burt
Gordon W. Gray
Donald L. Ham
Mary A. Kelly
Roger B. Rollin
Robert W. Rouse
Samuel G. Turnipseed
Joseph L. Young

FACULTY SENATE POSITION PAPER
ON UNIVERSITY PRIORITIES

Preamble

The major role of the university is the acquisition and transmission of knowledge. The constituency of the university is not limited to its students and faculty. It extends beyond the campus to a much larger population which looks to the university for academic, intellectual, and cultural leadership, and for practical assistance and guidance.

The Faculty of Clemson University represents a substantial and unique resource. That resource must be made available to the citizens of the state, to their representatives in the state legislature, to local governments, and to public administrators at all levels. As a land grant institution and state university, Clemson can and should be the focal point for research into and discussion of those issues which affect the citizens of South Carolina - anticipating and defining problems, exploring alternative solutions, and disseminating new knowledge and insights. Such activities can and frequently do have nationwide and even international implications and effects.

The responsibilities and roles of the university are complex and are constantly changing. And it is mainly the faculty of the university who, by virtue of their expertise and experience, must accept and fulfill these responsibilities and carry out these roles. The history of higher education in the United States amply demonstrates that, to carry out the mission of the university, the faculty - without whom there is no university - must participate in and assume significant responsibilities for determining the objectives and priorities of the university. No university has established itself among the top ranks without such involvement.

The areas of concern to the faculty of a university are many. Of special concern to the Clemson Faculty are the matters of:

- 1) faculty participation in university governance;
- 2) faculty compensation (salaries and fringe benefits);
- 3) the funding of programs and essential units;
- 4) the intellectual and cultural environment of the university.

Each of these will be considered in turn.

Policy Statement on Faculty Participation in University Governance

In his will, Thomas Green Clemson wrote:

...I desire to state plainly, that I wish the Trustees of said institution to have full authority and power to regulate all matters pertaining to said institution - to fix the course of studies, to make rules for the government of same, and to change them, as in their judgment experience may prove necessary (italics added).

Clearly the ultimate responsibility for managing Clemson University rests with the Board of Trustees. While recognizing as much, the Faculty nevertheless maintains that the time for changing the "rules of the government" of the University has arrived.

In the past the faculty of Clemson University has played some part in establishing some University policies, however their role, historically, has been strictly an advisory one - subject always to review and validation by the Administration and the Board of Trustees. But the Clemson of today and tomorrow may not always be best served by procedures which served the Clemson of yesterday. The Faculty believes that for Clemson to become a university of the first-rank - in the fullest meaning of that term - and a center of learning in South Carolina and the Southeast, its faculty must be endowed with the authority, and must accept responsibility, for exercising governance over those aspects of the university which historically have been the province of faculty in the best and oldest institutions of higher learning. Such authority and its concomitant responsibilities must be real and should be clearly defined. The following are of particular importance:

- 1) the Faculty should participate equally with the Administration in making decisions relative to the objectives and responsibilities of Clemson University;

2) the Faculty should have co-equal authority and responsibility for establishing academic policy at both the undergraduate and graduate levels;

3) the Faculty should have joint responsibility with the Administration for establishing College and University entrance and continuing enrollment requirements;

4) faculty members of committees, including the Undergraduate and Graduate Councils, promotion and tenure committees, and faculty research committees, should be selected: (a) according to procedures determined by the faculty (b) from the faculty only (c) and by the faculty concerned.

Although these represent the specific major concerns of the Clemson University faculty, the overriding concern is that the participation of the faculty in the governance of the University shall be binding rather than advisory.

Policy Statement on Faculty Compensation

Clemson University faculty are significantly under-compensated relative to faculty at peer institutions. In addition, over the past few years faculty salaries have not kept pace with wages and salaries of non-agricultural workers in South Carolina. It is inevitable that the University's ability to retain outstanding faculty - and hence, some of its best students - will be impaired if the deficiencies in compensation are permitted to continue. In the best interests of the University community and of its broader constituency, a program to correct inequities in compensation be launched immediately. This program should include, but not be limited to:

- 1) a commitment to achieve and maintain salary levels and fringe benefits commensurate with those of peer institutions;
- 2) development of an ongoing policy designed to prevent real income losses due to inflation;
- 3) efforts to maintain an appropriate balance between merit increases and across-the-board compensation.

Faculty should have input into and be regularly informed of the Administration's program to meet these goals.

Policy Statement on Funding of Programs and Essential Units

The funding of University support units and the general support of individual programs throughout the University are in need of improvement; for example:

- 1) essential units such as the Library and the Graduate School (and including the Office of University Research) must be funded at levels sufficient for Clemson University to be able to compete on even terms with its peers;
- 2) support items (such as sabbaticals and other professional activities) must be better funded so that the staff of individual units can maintain and increase their professional activity and expertise;
- 3) budgets for Instructional Equipment must undergo steady improvement;
- 4) the utilization of space and the setting of priorities for the physical growth and development of the campus must be effected so as to take into account the professional needs and aims of faculty.

Policy Statement on the Intellectual and Cultural Environment

A first-rate university will be characterized by an atmosphere which fosters a continuous exploration of intellectual issues and a high level of cultural activity. Such an environment is conducive not only to teaching and learning, but to the involvement of the citizenry within the university's region, not excluding leaders of business, industry, and government. Such an environment is a necessary complement to the academic, social, and athletic aspects of university life.

That the intellectual and cultural environment of Clemson has not received an emphasis commensurate with that of other aspects of the University's life is suggested by, among other things: the low priority given to the creation of a Performing Arts Center; the absence of an intellectually respectable University Lecture Series; the very limited availability of funds for visiting artists and performers; and the absence of a University Film Series.

The Faculty, accordingly, urges that:

- 1) administration, faculty, and students be organized to plan a university-wide program for upgrading the intellectual and cultural life of Clemson University.
- 2) immediate and high priority be given to the construction of a Performing Arts Center.

MINUTES OF THE FACULTY SENATE

June 19, 1979

The Senate Chamber

1. Call to Order

The meeting was called to order by President Fleming at 3:35 p.m.

2. Approval of Minutes

The Minutes for May 8, 1979 were approved without comment.

3. Committee Reports

A. Admissions and Scholarship - Senator Grubb, Chairman, had no formal report. He announced the next meeting of the Committee to be held at 3:30 p.m. on Tuesday, June 26, at 303 Hardin Hall. He stated that his goal as the new Chairman was to conduct a general overview of all Admissions and Scholarship policies instead of pursuing a piecemeal approach to the issues as indicated by former Chairman Hester last month (see May Minutes). He felt that there are apt to be changes in these policies in the near future and that an overall study would enable the Committee to provide better and more timely input. He solicited the advice of any Senator on problems relating to Admissions and Scholarships.

B. Policy - Senator West, Chairman, presented three reports. The first dealt with Faculty Evaluation Procedures (See Attachment A). In this regard, he noted the following changes from the Ad hoc Committee report submitted in May (see May Minutes.):

- 1) There is new language in paragraph 3 of the Form 2 procedures;
- 2) there is a change in the rating schedule from six variables to five;
- 3) there is no change in Form 2;
- 4) the "Purpose" paragraph of Form 3 is reworded in order to tie the evaluation more closely to promotion, tenure and merit raise decisions;
- 5) there is agreement that specific items under the five major categories of evaluation be left blank;
- 6) there is a suggested numerical range to define the five substantive performance ratings (Very Good, Good, Satisfactory, Marginal, and Unsatisfactory);
- 7) there is now an additional step wherein the faculty member can read the Dean's evaluation and file a disclaimer to it as well as to the Department Head's evaluation.

Senator West noted that the Senate has until August to review these proposed changes but he hopes to have a Senate consideration and vote on the matter during the July meeting. He asked the Senate to remember that they have three plans to choose from: the existing plan; the recommended plan by the Ad hoc Committee; and the Policy Committee plan indicated above. Senator Thompson opined that he preferred the old

plan, feeling that the present confusion surrounding its use would be easier to undo than the introduction of a whole new plan. Senator Rollins countered that the newest plan protects the faculty better, especially with regard to the additional faculty review step. An objection was raised with regard to the change in the numerical scoring (from the 1 - 100% to the 1 - 5 scale). Senator West responded that, since this is a "check list" type of evaluation, it needs to be simplified in order to be more workable and that, whereas the old form was not that bad, it did open up too much difference between departmental approaches to the evaluation scales. The briefer scale (1 - 5) would tend to make Department - to - Department operations more uniform. Senator Rollins added that the category "Excellent" was omitted because of the propensity of some evaluators to reserve this accolade for the rarest levels of achievement while others use it indiscriminately - the problem being essentially semantic. In response to a question concerning the reduced number of blank lines under the various categories of evaluation on Form I, Senator West noted that there can be any number of such lines in the final form, but his typewriter could only accommodate three. Senator West also responded to a question concerning the method of determining the final score where several categories of evaluation are used. When asked whether a Dean could change a Department Head's evaluation, Senator West noted that he could, and that this is why the additional step has been added wherein a faculty member may review a Dean's comments on his form. He also noted that the Ad hoc Committee made a similar recommendation in its report. A motion to accept the report and to discuss it at the next meeting was made and seconded. It passed unanimously.

The Policy Committee has also discussed issues relating to tenure and merit raises. They will seek to have Dean Hurst change the Faculty Manual to allow for faculty members to waive the confidentiality of their departmental evaluations in order for faculty advisory committees to have this information when making recommendations on tenure and promotions. (See attachment B).

A general discussion on the pros and cons with regard to waiver ensued. The President concluded that the matter warranted further study.

A third report was made concerning a review of the Majority and Minority report of the Ad hoc Committee to Review a Proposed New Constitution for the Faculty and Faculty Senate. The report was placed on the current agenda under New Business.

- C. Research - Senator Smith, Chairman, reported that on June 18, there was a meeting on the proposed Copyright Policy and the resolution on the creation of an Ad hoc Committee to recommend ways to facilitate the research efforts of the faculty. Senator Smith indicated that the Committee is somewhat confused as to what Senator Hester had in mind in the latter resolution (see the May Minutes), since the University Research Council apparently already does this and it includes faculty members as participants. Senator Smith indicated that the Committee will not proceed further on this matter until they get a clearer idea of the issue raised by Senator Hester.

D. Welfare Committee - Senator Baron, the Chairman, was not present. A spokesman for the Committee noted that the Faculty Salary Survey (Peer institutions) by Mr. Darrell Hickman, (see May Minutes) has been completed, and it will soon be compiled and turned over to Dean Hurst. It will be distributed later, but Senator Baron has not yet seen it. President Fleming announced that he would look into the matter. Senator Worm inquired as to whether anyone on the Welfare Committee had looked at the overall Grievance Policy of the University. He was particularly concerned about the recent request for faculty members to read and sign a statement of consent to a rather complicated new State Employees Grievance Policy. A lengthy discussion ensued during which the following points were made:

- 1) There are apparently two grievance procedures available to the faculty. The one described in the Faculty Manual for Clemson Faculty, and the State procedure for all State employees.
- 2) the document to be signed by Clemson faculty concerns changes in the State procedure.
- 3) it may cause changes to be written into the Faculty Manual, but this is unclear.
- 4) when the issue of changes in the State policy arose last year, the Welfare Committee indicated no interest in the matter.
- 5) the best move now would be to check and see if we have lost anything in the new State procedures, and whether substantial changes will ensure in the Faculty Manual, but it would be wise to do this cautiously at the present time in view of past Senate actions and possible future actions by the State Legislature.

The President will look into the matter. A motion was made to commit this matter to the Welfare Committee for further study. It passed unanimously.

E. Ad Hoc Committees - No Reports

F. University Councils and Committees - No Reports.

G. President's Report:(See attachment C). With regard to item 1A, the President noted that this could prove to be expensive and that it has been proposed that the University be content with verification of the last degree only. Concerning item 1B, he indicated an intention to monitor this closely to see what the benefits of the system will be. Concerning item 1D, he noted that he had raised this issue and that he is vaguely optimistic in this regard. Concerning item 3, he noted that the students named were very supportive of faculty priorities, especially in regard to a lecture series, the film series, the performing arts center and faculty compensation. Concerning item 5D, he noted that Vice President Thompson will chair an ad hoc committee to arrange for a social event in connection with Dr. Atchley's visit and the January visit by the Board of Trustees. Concerning item 5F, he stated that he could not usually take faculty members with him to his formal committee meetings with these administrators, so the action in 5F is the next best thing. There followed a spirited discussion of

item 1A, during which it was stated that the proposal to check the credentials of the faculty was ill-advised and an insult to the faculty. The operation of ferreting out bogus degree-holders is an administrative problem and should not require faculty initiation. If "clearance" is required, it is the obligation of the "clearor" rather than the "clearee" to provide information. It is offensive enough to be called "employees"; if this is so, let the "employer" check our bono fides. Faculty members have already provided these documents once, and once is enough. How often does Dean Hurst expect to do this? The consensus seemed to be this whole matter should be rejected by the faculty as a whole, and a resolution was prepared for the current agenda under New Business. The President was asked, in regard to item IC, whether there had been any discussion of existing programs. The answer was that some had been discussed, but the discussion was not substantial. The President promised to keep the Senate informed. With regard to item IE, the President was asked what the Deans' interests were. The answer was that they were concerned about decorum during the ceremonies, parking near the Coliseum and the time the ceremonies consume. It was suggested that this matter be taken up by the Admissions and Scholarship Committee rather than by the Welfare Committee.

4. Old Business - There was none.

5. New Business

Salutary Letters. The Senate went into the Committee of the whole for the purpose of considering several salutary letters proposed by the President. The letter to Professor Macaulay was discussed and unanimously approved. (see Attachment D). The letter to Mr. Billy Rogers was discussed and unanimously approved (see Attachment E). A proposed letter to IPTAY was considered during an extended period of debate marked by Byzantine parliamentary maneuvering. It was eventually tabled in order to reconsider the wording. The letter to Mr. Melvin Long was discussed and unanimously approved (see Attachment F). The Senate reconvened.

Letters from President Edwards and Ex-Senate President Steirer thanking the Senate for gifts received from that body were read and accepted.

Resolution FS-79-6-1 was introduced by Senator Rollin to wit:

The Faculty Senate finds the requirement that all faculty submit through their department heads official transcripts of all work done for each degree impugns the integrity of the faculty as a whole and places demands of time, energy, and money upon the individual faculty member in order to carry out a responsibility which properly resides with the Administration;

and further, that the Senate will recommend that faculty members refuse, on principle, to comply with the directive in question.

The resolution passed by a large majority with little further discussion.

Senator Smith submitted the following resolution, numbered FS-79-6-2:

WHEREAS the proposed Clemson University Copyright Policy as revised by the Faculty Senate Research Committee has not been accepted by the Administration of Clemson University, and

WHEREAS substantial work has been done and considerable time has passed since November 1974, when a University Research Council Committee was appointed to draft a copyright policy, be it therefore

RESOLVED that the Faculty Senate requests that the Administration of Clemson University appoint a representative(s) of University Counsel, Office of the President, to assist the Faculty Senate Research Committee in the development of a copyright policy.

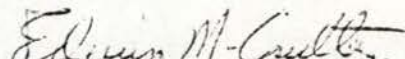
He explained that the purpose of the resolution was to get some University Research Council assistance on the drafting of an acceptable copyright policy. The resolution was passed unanimously.

Senator West requested that the Senate go into executive session to discuss the report of the Ad Hoc Committee to Review a Proposed New Constitution for the Faculty and Faculty Senate (see Attachment G). A motion was made to allow twenty minutes for such a discussion, and it was approved. After the end of the executive session, a motion to include the report under discussion in the Minutes and to place it on the agenda for the next meeting was made and passed. It appears as Attachment G.

Professor Steirer, representing Senator Lambert, asked if there were any questions of him relating to his role on the Ad Hoc Committee aforementioned or on his Minority report. Several questions were asked and answered by him. Dr. Steirer was complimented for his Minority report by several Senators.

The Senate adjourned at 5:33 p.m.

Respectfully Submitted,


Edwin M. Coulter
Secretary

EMC:lm

Enclosures

| | | |
|------------------|------------------------|------------------------------|
| Senators Absent: | Agricultural Sciences: | Bursey |
| | Architecture: | Young |
| | | Webb |
| | Engineering: | Edie (substitute present) |
| | | Baron |
| | Liberal Arts: | Lambert (substitute present) |
| | Nursing: | Kelly |
| | | Kline |
| | Sciences: | Burt |
| | | Schindler |
| | | Snipes |

FACULTY EVALUATION PROCEDURES

FORM 1 - EVALUATION WORKSHEET

Purpose: This form is to be used to record detailed evaluation of the faculty member by the department head for the purpose of ultimately deriving, through a systematic means, a narrative evaluation of the individual faculty member's overall performance.

Explanations:

1. Each faculty members' assigned duties and professional objectives for the year are categorized into teaching, research, extension, librarianship, and other activities such that the total effort equals 100%.
2. The department head, in consultation with the faculty member, identifies specific qualities and factors which are appropriate and necessary to define adequately the assigned duties and objectives. (See Guidelines for Faculty Evaluation for examples of the qualities and factors which might be identified.)
3. The department head shall, in consultation with the faculty member, determine if some qualities and factors should weigh more heavily in the evaluation than others. No change in established weighing of qualities and factors should be made without prior consultations with the faculty member. When used, relative importance for each major category should sum to 100%.
4. Performance should be indicated with a check mark under the appropriate rating description. Overall rating of performance for each major category should be indicated by a number from 1 to 5 which corresponds to the appropriate rating description.

FORM 2 - PROFESSIONAL DATA SHEET

Purpose: A form to be used by each faculty member to transmit an annual report of accomplishments to the department head. (The form need not be transmitted to college or university administration.)

Explanations:

1. Distribution of effort or work performed such as teaching (courses taught, etc.), research (projects underway), extension (field days, etc.), librarianship (reference work, etc.) and other activities are listed and/or described.
2. Major goals accomplished during the year are listed and/or described. Goals are the same as, but not limited to, those established in consultation with the department head at the beginning of the year.
3. Professional activities such as workshops or seminars attended, activities in professional organizations, publication of papers not associated with assigned duties, etc., are listed and/or described.
4. Other noteworthy activities of a professional nature are listed and/or described.

FORM 3 - EVALUATION SUMMARY

Purpose: This form is to be used to record the summary evaluation of the individual faculty member for transmission from department head to the college and university administration. The form will be an official document, with narrative and numerical evaluations. It serves the goals of faculty development and improvement, and of providing information relevant to questions of promotion and tenure and upon which merit salary increases shall be based.

Explanations:

1. A summary of the individual's assigned responsibilities and participation in other activities is presented.
2. A narrative evaluation is made which describes the individual's effectiveness, emphasizes particular strengths demonstrated, indicates the area(s) in which improvement is desired and suggests ways in which the individual can reach his/her highest stage of professional development.
3. Performance. The department head will check one: very good, good, satisfactory, marginal or unsatisfactory. The department head will then sign the Evaluation Summary and provide the faculty member an opportunity to read the evaluation.
4. A faculty member who does not concur with his/her evaluation by the department head shall have ten calendar days to file a disclaimer with the department head, which shall become a part of the evaluation.
5. The completed Evaluation Summary is forwarded for review by the appropriate Dean. After review by the Dean and the addition of comments and signature the Evaluation Summary is returned to the Department. At this time the faculty members are to see the completed Evaluation Summary and to indicate that they have read the reviewed evaluation. If the faculty member does not concur with the reviewed evaluation, he/she has ten calendar days in which to file a disclaimer. This disclaimer then becomes a part of the complete evaluation.

Approved
Dated

Name _____ Academic Year _____

$$\% \text{ TOTAL RESPONSIBILITY} \times \% \text{ RELATIVE PERFORMANCE RATING} = \text{SCORE}$$

0.07

10

2

| | | | | |
|----|---|---|---|----|
| VG | G | S | M | US |
| 5 | 4 | 3 | 2 | 1 |

I. Teaching and Related Duties* (3 of total responsibility)

| | | | | | | |
|------------|-------|--|--|--|--|--|
| | | | | | | |
| | | | | | | |
| | | | | | | |
| (Teaching) | total | | | | | |

II. Research* (% of total responsibility)

97

| 5 | 4 | 3 | 2 | 1 | |
|------------------|---|---|---|---|--|
| | | | | | |
| | | | | | |
| | | | | | |
| (Research) total | | | | | |

III. Extension* (1/3 of total responsibility)

X gR

| 5 | 4 | 3 | 2 | 1 |
|---|---|---|---|---|
| | | | | |
| | | | | |
| | | | | |

(Extension) total

W. Librarianship* (% of total responsibility)

| 5 | 4 | 3 | 2 | 1 |
|---|---|---|---|---|
| | | | | |
| | | | | |
| | | | | |
| | | | | |

librarianship) total

V. Other* (% of total responsibility)

| 5 | 4 | 3 | 2 | 1 |
|---------|-------|---|---|---|
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| (Other) | total | | | |

TOTAL PERFORMANCE RATING

VG= Very Good G=Good S=Satisfactory M=Marginal US=Unsatisfactory

*For suggested Criteria see Guidelines for Faculty Evaluation

Evaluation completed by _____ Date _____

EVALUATION OF ACADEMIC PERSONNEL

Name _____ Rank _____

Department _____ College _____

Earned Degrees and Dates _____

Years of Professional Experience Prior to Employment by Clemson _____

Date of Employment by Clemson _____ Date Tenure Awarded _____

I. Assigned Responsibilities _____

II. Narrative of Evaluation: (attach additional sheets as necessary) _____

III. Total Performance Rating (from FORM 1)

June 19, 1979

Memorandum

To: Dean Hurst

From: The Faculty Senate

The Faculty Senate recommends that the following statement be appended to page 48 of the Faculty Manual (under "Personnel Evaluation Program," paragraph 5, following the first sentence of that paragraph):

Faculty members may ^{waive}~~wave~~ the confidentiality of their completed Faculty Evaluation forms in order that said forms may be examined by departmental advisory committees on tenure and promotion.

CLEMSON
UNIVERSITY

FACULTY SENATE

PRESIDENT'S REPORT
June 19, 1979

1. The Council of Deans met on May 14 and June 11. They covered the following items of immediate importance to faculty.
 - a. Dean Hurst has asked the academic deans to verify by January 1, 1980 the credentials of all faculty. Dean Hurst essentially has asked that the deans require all faculty to submit through their department heads official transcripts of all work done for each degree the faculty member holds. An "official" transcript is defined as an original copy with an embossed seal of the degree-granting institution and reflecting the fact that the degree itself has been conferred on the faculty member.
 - b. Dean Schwartz reports that work on development of the Student Data Base is proceeding but is currently about three weeks behind schedule. When complete, the data base will be used for a variety of record-keeping chores, will facilitate the entire record-keeping process and will be accessible for faculty counseling of students on their academic programs.
 - c. At their June 11 meeting, the deans discussed at length post-secondary education in Greenville. Dean Hurst will compile the deans' comments in a report to be forwarded to President Edwards.
 - d. There seems to be a consensus of sorts among the deans that we should pursue a higher level of funding for international travel of University faculty and other personnel who travel on University-related business or participate in professional meetings related to their duties at the University. (Heretofore, as you know, many faculty and staff traveling on University business have had to defray major expense out of their own funds.)
 - e. The deans are interested in reviewing our commencement exercises format. I informed them that the Senate Welfare Committee haveplanned their own review of graduation ceremonies and would welcome any comments the deans may have as their work proceeds.

President's Report
June 19, 1979
Page Two

- f. I gave the deans copies of our report on University priorities and told them that the Senate would welcome their comments and support of the objectives we have listed. You may wish to follow-up on this matter with your deans.
2. The Educational Council met on May 25. At that meeting, President Edwards stressed certain points contained in the Governor's energy message delivered May 17. Specifically, as you may recall, the Governor has stated that he will seek an order from the State Budget and Control Board setting a target of 15 percent reduction in the number of miles traveled by all state vehicles (excepting law enforcement vehicles) and mandating all state agencies to implement plans to achieve this goal. The Governor also pointed out that the 55 mph speed limit will be strictly enforced and that state employees caught exceeding this limit in a state vehicle will be reported to their appropriate agency heads for disciplinary action. Agency heads are thus required to impose some kind of disciplinary code on this subject. The University, however, has not as yet determined what kind of disciplinary action is to be taken. (I have a copy of the complete text of the Governor's message for those who wish to read it.)
3. On May 30, I met briefly with Bob Fuzy, Student Government President, and Jeff Anderson, President of the Student Senate. They had been given copies of our report on University priorities for their information. They expressed their own personal support of the objectives we listed in the report and would like the opportunity to interact with us in pursuit of those objectives, as appropriate.
4. It appears that the Planning Council will pursue the concept of a University Performing Arts Center during the coming year.
5. The Senate Advisory Committee met June 7. The following matters came before the Committee.
 - a. Request for leave of absence from the Senate of J. C. Hester (beginning immediately and extending through Spring semester 1980) was received. His seat will be filled on a temporary basis by special election in the College of Engineering, the election to be held immediately.
 - b. Senator C. A. Grubb was appointed Chairman of the Admissions and Scholarship Committee to replace Senator Hester.

President's Report
June 19, 1979
Page Three

- c. J. L. Young, who has represented the Faculty Senate on the University Union Board during the past academic year, was reappointed to that post to serve during the academic year 1979-80. (This position was not on our original list of appointments to be made.)
 - d. President-elect Atchley has accepted our invitation to speak to the Senate at our August 28 meeting. He has received copies of our ad hoc committee report on University priorities, the proposed new faculty constitution and comments of the review committee.
 - e. Vice President Stassen Thompson has agreed to chair an ad hoc committee to plan for a social event following our August 28 meeting and a reception for the Board of Trustees in January during their meeting on campus.
 - f. Standing committees will begin shortly to identify those administrative officers within the University who deal with matters in the province of these committees. Thereafter, the committees will periodically invite these officers to meet with them informally for discussions of policies of mutual interest and to keep each other current on matters of mutual interest. It is hoped that this will enhance relations between administrators and faculty and facilitate an understanding of our respective viewpoints.
- 6. Vice President Thompson, Dean Hurst, Dean Anderson, Dr. Godley and I will visit the Experiment Stations September 4-6.
 - 7. Orientation for new faculty and staff will be August 16-17.
 - 8. I want to continue the tradition started by Bill Steirer of visiting periodically with faculty senators and faculty in the several colleges. Please let me know if you would like for me to meet with the senators in your college.



CLEMSON
UNIVERSITY

FACULTY SENATE

June 19, 1979

Hugh H. Macaulay,
Alumni Professor of Economics
Department of Economics
Sirrline Hall
Clemson University
Clemson, South Carolina 29631

Dear Professor Macaulay:

The Faculty Senate of Clemson University wishes to thank you for the diligence with which you served the faculty of the University as a member of the Screening Committee to select the new President of the University.

We recognize the great sacrifice which you made in terms of time and effort, at the expense of your other professional and leisure activities. It is to your credit that the process of selecting our new President proceeded so efficiently and with such thoroughness.

The entire University community is indebted to you for the way that you represented its various constituents, and the faculty in particular.

Sincerely,

Horace W. Fleming, Jr., President
For the Faculty Senate



CLEMSON
UNIVERSITY

FACULTY SENATE

June 19, 1979

Mr. Billy G. Rogers, President
Clemson University Alumni Association
Clemson University
Clemson, South Carolina 29631

Dear Mr. Rogers:

The Faculty Senate of Clemson University wishes to commend the Alumni Association on your overall record of achievement during the academic year 1978-79.

We note the substantial gains achieved by the Alumni Association in funding of academic scholarships and in the support given the University through over \$1,000,000 for faculty research and professorships. We also want to commend you for the level of alumni participation in giving which you and the staff of the Alumni Association have encouraged over the past several years. To have been chosen as a finalist in the U. S. Steel competition for overall improvement in alumni programs speaks well for the dedication of Clemson alumni, you, your fellow officers of the Association and your staff.

If we can be of service to you in your continuing efforts to serve the University, we hope that you will call on us.

Sincerely,

Horace W. Fleming, Jr., President
For the Faculty Senate

HWF/mgm



CLEMSON
UNIVERSITY

FACULTY SENATE

June 19, 1979

Mr. Melvin C. Long, Director
Department of University Relations
Clemson University
Clemson, South Carolina 29631

Dear Mr. Long:

The Faculty Senate of Clemson University notes with great pleasure receipt by the University Information Office of the Newsweek Grand Award for News and Information Writing for 1979.

That you have performed at such a consistently high level in this and previous competitions for this award attests to the dedication and diligence of your entire staff. This award represents a high honor for Clemson University and all of the academic and other programs which you have so well represented in the media and in your contacts throughout the state of South Carolina and the nation.

Our sincere congratulations to you, Mr. Cornwell and your entire staff in the University Information Office.

Sincerely,

Horace W. Fleming, Jr., President
For the Faculty Senate

CLEMSON UNIVERSITY LIBRARY

February 22, 1979

MEMORANDUM AND REPORT

TO: Dean Hurst

FROM: Ad Hoc Committee to Review a Proposed New
Constitution for the Faculty and
Faculty Senate

I. INTRODUCTION

You have asked this Committee to "study and make any appropriate recommendations concerning" the proposed new constitution of the Faculty and Faculty Senate. We have interpreted our mandate broadly. We have studied the present and the proposed documents; we have examined the constitutions of some other institutions; we have heard from Dr. Steirer the motivations and views of those who propose a new constitution; and we have, of course, observed and participated in the relationships of the Faculty and the Administration for varying numbers of years. Our observations here are based on all these factors.

It should be noted that Professor Steirer serves on this committee ex-officio as President of the Faculty Senate. He has been extremely helpful as a resource person representing the views of the Senate, particularly the group who drafted the proposed revision. Obviously he cannot support all the views expressed herein, and the editorial "we" represents herein the administrative members of the committee.

Also to be noted is our awareness that, in including our views about faculty government in general and the prerequisites for its success, we go beyond a narrow interpretation of our mandate. We hope these inclusions are not intrusive; if they are, you may ignore them without damaging our sensibilities.

The basic difference between the present constitution and the proposed is the latter's assignment of sole legislative power in academic affairs to the Faculty. All subsidiary differences proceed from this fundamental one. Since we believe that this abrupt departure from a long-standing tradition of the academic world is unacceptable, we do not find it useful or, indeed, practicable, to give a point-by-point analysis of the proposed document. We have therefore concentrated on reasons why we cannot endorse the philosophical basis of the proposal.

II. GENERAL OBSERVATIONS

(A) First of all, it is not at all clear to us that there is at this time a mandate from the Faculty at large to replace the present constitution. The impetus for a complete replacement, we

understand, came entirely or almost entirely from a group within the Senate, acting within their prerogative, of course, but without apparent grassroots solicitation from the Faculty at large. According to our information, a recent poll of the Faculty on the question, undertaken by the Senate, achieved only a 20% response. Of this 20% replying, those in favor of the revision and those opposed to it were roughly evenly divided. Thus it appears that, of the several hundred faculty polled, about ten per cent definitely favor the proposed revision; about ten per cent are definitely opposed; and about eighty percent do not feel strongly enough even to answer a questionnaire.

(B) Our second general observation is that the present constitution and Faculty role is far more typical of the situation prevailing throughout the academic world than that envisioned by the proposed version. Although our investigations are limited, we are persuaded that most, indeed, nearly all, well-established institutions define faculty and administrative roles much as we presently do: that is, with the Faculty as an important partner in the academic endeavor, aiding and advising in policy making, but with final responsibility and authority vested in the President of the institution and his representatives. We go so far as to say that, if one excepts the University of South Carolina, whose faculty organization seems to have been a model for the one proposed here, we know no large institution which reserves sole de jure legislative powers in all academic matters to the Faculty. And while the University of South Carolina is an estimable institution, we are not certain that its academic stature or its tradition of faculty governance is of an order to constitute a compelling endorsement.

The more compelling circumstance, on the contrary, is that as best we can tell, most institutions with long histories of influential faculty participation in university government define faculty and administrative roles much as our present constitution does.

We believe that before any new constitution is considered, and before any extensive revision of the present document, many questions need to be resolved concerning present Faculty-Administration relationships. Do most Faculty really feel that only under a brand-new constitution can their legitimate aims in University governance be achieved? Is the present constitution so inherently faulty (despite its typicality) that a satisfactory working relationship between Faculty and Administration cannot be achieved under its aegis? Is the Clemson milieu so nearly unique that a constitution typical of most other universities cannot serve it? Are the real or alleged difficulties in present Faculty-Administration relationships owing to a weakness in the constitution or to imperfect human relations? If the latter, would a new constitution serve to remove difficulties, or perhaps even exacerbate them?

(C) A Note on Faculty-Administration Relationships

It is safe to say that every member of this Committee is convinced beyond question that a University Faculty should -- indeed, must -- have an influential voice in university governance, not merely in academic policymaking, but in most other aspects of operation as well. As administrators, we seek to implement this principle in operating our departments, and we recognize that we would ignore or discount faculty views only at our peril.

We think it simplistic, however, to assume that a new constitution would inaugurate an era of mature faculty governance and harmonious faculty-administrative relationships. The language of a constitution seems less critical than a high level of competence, good will, mutual respect, and cooperation in both sectors. Faculty must realize that de jure and de facto authority do not necessarily accompany each other, and that in confrontation the administration has the heavier artillery, no matter what a faculty constitution says. Administrators are obliged to realize that the faculty have real expertise in university operation and that their counsel cannot safely be ignored. Above all, communication between the two segments of the University must be conducted with civility, tact, and decorum -- notes which have not been universally in evidence.

In our deliberations we have examined constitutions of several other institutions with long histories of faculty participation in governance. We will refer here specifically to only two. At the University of North Carolina, where faculty influence in all phases of operation has been extremely strong for many decades, the constitution specifically empowers the Faculty "to consider reports from -- and to make recommendations to -- the Chancellor, faculty committees, departments, colleges, schools, institutes, and other units of the University, and the Faculty Council." At Yale, despite powerful de facto influence, the de jure basis for such power is so shaky that a Yale dean recently told one of us that he was not certain that a faculty constitution even exists. Rather, he said, the spheres of influence are defined by a long tradition of faculty participation, and the legal authority, if indeed there is one, consists, like the British constitution, of a long series of understandings and precedents. It is more nearly an "atmosphere" than a legal instrument. This is, in our opinion, an ideal state, and, we venture, exists wherever faculty governance is truly effective.

III. LEGISLATIVE POWER AND ADVISORY POWER

As noted earlier, the sticking point in the proposed version is the section of the preamble which would confer upon the Faculty "legislative authority in all matters pertaining to the standards of admission, registration, requirements for and the granting of degrees, the curriculum, instruction, research, the educational policies and standards of the University, and academic requirements for extra-curricular activities..." that is, in effect, all academic matters.

We find a number of difficulties inherent in the concept of vesting the Faculty with sole legislative authority in academic matters, particularly if only the Board of Trustees could veto their legislation. We also find a great many questions to be answered and agreed upon even if the concept were accepted.

(A) The Matter of Accountability. As faculty members ourselves, we know that a university faculty is an amorphous group of many kinds of individuals, not a monolithic entity. We like to think of ourselves and our fellow faculty as professional, objective, disinterested, idealistic pursuers of truth. We also tend to think of ourselves as uniformly competent, at least when we are arguing for our prerogatives. Realism, however, bids us accept that faculties and administrations alike are made up of the competent and the incompetent, the unselfish and the selfish, the reasonable and the unreasonable, the honest and the less honest. Administrators, however, can be made directly and individually responsible for their decisions, can be disciplined, shorn of authority, even readily removed. But how and by whom is a faculty of a thousand to be disciplined or made accountable and responsible for its joint decisions? How is a Senate of thirty-five persons to be admonished? The answer, in our observation, is that there is no effective way it can be done. We cringe when non-academic people propose an analogy between the task of operating General Motors and the task of operating a university, but there is at least one point they have in common: Effective management requires that authority be accompanied by accountability. It is not sufficient to assume as an act of faith that a faculty of a thousand or a senate of thirty-five will consistently subordinate self-interest to university welfare, or that it will consistently be informed enough to see all situations clearly. No more faith is to be placed in administrators, to be sure; the difference is that when an administrator is overcome by venality or for any reason muffs his job, both the Faculty and his superiors are waiting to pounce upon him.

(B) Authority and Efficiency. Even if the concept of vesting sole legislative authority in the Faculty were acceptable, the proposed constitution in its present form would not serve. Present university governance, vesting actual authority in an administrative hierarchy and assigning faculty an advisory role, has grown up over a century of operation; the roles of president, deans, department heads, and faculty are clearly understood. If authority to make the rules in matters academic were suddenly shifted, it would be necessary to redefine all these roles in great detail. The proposed constitution gives no help in this regard. No one, without detailed definitions or a slowly evolving tradition, can know precisely what should be considered "pertaining to" the long list of areas in which the Faculty asks legislative authority. Are departmental operating budgets matters "pertaining to" Instruction, since paper and chalk must be purchased? Could a dean grant a substitution in a course of study? Could a department head make a rule concerning office hours, since this pertains to Instruction? Could the Vice President for Academic Affairs veto a proposed new curriculum on the grounds that it is not needed? Could he remove an incompetent dean? These and a thousand similar

questions have ready answers at present, but they would become unanswerable until a whole lexicon of definitions and a whole library of operating manuals could be built up. The proposed constitution offers neither definitions nor any apparatus for formulating them. It might be agreed that the Faculty would make policy and the Administration would carry it out; but the divided authority and the impossibility of a complete operating manual would produce an unhappy polarization and atmosphere of confrontation far worse than anything we know. Realism dictates, further, the assumption that the Faculty, like most other groups, would interpret the term "legislative authority" to favor its own views, that is, as broadly as possible, and that there would be a constant stream of confrontations to be settled by the Trustees.

(C) The Role of the Board of Trustees. The Board of Trustees is the policy-making body of the University. We feel sure they have never wished to involve themselves in day-by-day operating policies in the academic area, and we fervently hope they never will. Yet if they are to be the direct supervisors of Faculty legislation, as proposed, they will perforce become involved -- perhaps we should say embroiled -- in internal university disagreements to the extent that each Trustee will have to make himself an expert in all facets of the academic operation, and will have to commit an amount of time and effort to the job that would be overwhelming. The provision of the proposed constitution naming the Board of Trustees as the only agency that can veto a Faculty-made policy or institute a policy counter to faculty wishes is, in our view, totally unrealistic, in the first place, and totally unwise, in the second place. The President must have authority to operate the University, following broad guidelines set by the Trustees. The Board of Trustees cannot and should not be made into an administrative body.

IV. A COROLLARY OBSERVATION

We have a suggestion about procedure if in the future the constitution is to be revised or replaced. It might be better for a joint Faculty-Administration committee to try to ascertain attitudes, define problems of relationships, discuss remedies, reconcile differences in philosophy, smooth out rough spots, eliminate ambiguities, anticipate objections, and so forth, before revisions are officially presented for review and adoption. After all, administrators are also members of the Faculty and have as great a stake in faculty welfare and harmonious relations as any other faculty members. We are somewhat discomfited by our necessarily negative role. We do not feel authorized to re-write the proposed constitution, particularly since we are convinced that the present one, perhaps with some revision, provides an adequate apparatus for development of appropriate faculty participation in policy-making. Consequently, we can only find fault. If representatives of Faculty and Administration had collaborated from the beginning, difficulties might have been reduced.

The aspect of the proposed document which we deplore most is its projection and cultivation of an adversary relationship of Faculty and Administration. Aside from occasional passing gestures to University welfare, the dominant tone is that of a labor negotiation.


V. SUMMARY AND RECOMMENDATION


We are persuaded that adoption of the proposed new constitution in its present form would not be in the interest of the Faculty, the students, the Administration, the Trustees, or the University as a whole; that it would not automatically achieve its purpose of assuring the Faculty an appropriate voice in University affairs; that it would not promote harmonious relationships between Faculty and Administration but would on the contrary ensure confrontation and polarization; that it would not contribute to the efficient operation of the University but instead would create an unwieldy and ill-defined apparatus for academic policy-making.


We urge instead that Faculty and Administration work together (rather than separately) to examine the present role of Faculty in academic policy-making and to seek to enlarge it.

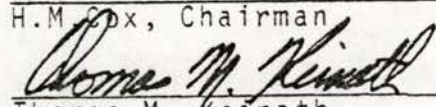
The Faculty, we believe, should pursue its de jure advisory role with pride, aware that even where faculty governance is strongest the advisory function is the rule rather than the exception; aware also that its collective convictions, appropriately formulated and forcefully expressed, can indeed exert a persuasive influence more powerful than any de jure legislative authority that could reasonably be hoped for.

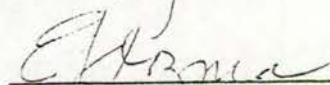
Administration, likewise, has the obligation to exercise its authority with tact, responsibility, and restraint; to eschew paternalism; to realize and admit a responsibility to Faculty as well as to Trustees; to solicit and give heavy weight to Faculty views on all academic and most other University business; to consider seriously and sympathetically all proposals from the Faculty; and, when it feels it cannot follow Faculty advice, to explain its reasoning fully, promptly, and openly.

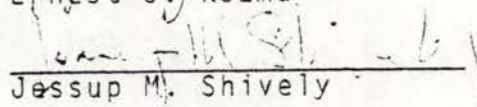

Stephen R. Chapman


Rex L. Cottle


H.M. Cox, Chairman


Thomas M. Keinath


Ernest J. Kozma


Jessup M. Shively

*
William F. Steirer, Jr.

(*Dr. Steirer appends hereto a separate minority report of his own views.)

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College of Liberal Arts

DEPARTMENT OF HISTORY

May 9, 1979

MEMORANDUM

TO: Dean Hurst

FROM: William F. Steirer *WFS*

RE: Minority Report: Ad Hoc Committee on University Governance

The following points illustrate my main concerns with the majority report previously submitted to you. I think it is important for me to emphasize that while I represented the Faculty Senate and the Faculty on this committee, nothing I say in here binds the Senate, the Faculty or any president of the Faculty Senate to the same opinion.

(1) In asking the committee to "study and make any appropriate recommendations concerning the proposed new constitution of the Faculty and Faculty Senate," I believe that you provided the committee with the opportunity to recommend compromise proposals that would help to bridge the gap that exists between faculty and administration expectations and interests in university governance. By interpreting the mandate given the committee so narrowly that only recommendations on the proposed constitution would be entertained, that opportunity has been lost. Indeed, the majority endorses (page 5) the notion that a joint Faculty-Administration committee should "try to ascertain attitudes, define problems of relationships, discuss remedies, reconcile differences in philosophy, smooth out rough spots, eliminate ambiguities, anticipate objections, and so forth before revisions are officially presented for review and adoption." Although the majority obviously believes that the committee cannot act in this way at this time, I disagree. It is precisely to do those things that the majority says must be done by some Faculty-Administration committee, that this committee was called into being.

I embrace the idea of forming joint Faculty-Administration committees to discuss issues of university governance. because no opportunity for fruitful discussions between faculty and administration should be passed up when the appropriate time is reached. But the appropriate time for such discussion is at the point when the Faculty Senate has developed a document ready to be presented to the Faculty for satisfaction (as in this case).

(2) At several points the majority has declared its confidence in the present faculty constitution and has suggested that no mandate for change of that constitution exists among the faculty. The source for that belief seems to be the abortive referendum on the Constitution and By-Laws conducted in February of 1978. On that occasion the issues that provoked controversy and prompted negative feelings among faculty were all By-Laws provisions,

- a. removing the vote from faculty members serving as academic administrators;
- b. excluding instructors from the ranks of faculty; and
- c. reapportionment questions.

Those controversial provisions have since been dropped, but the By-Laws are not the problem here.

The preamble of the Constitution (the critical area where the philosophy of legislative power for the faculty is expressed) has been approved by the Faculty Senate on six separate occasions with no more than one dissenting vote at any time. The earliest occasion was October, 1977, the most recent, February, 1979. That the Faculty Senate, the only representative body of the Faculty, in the past two years has overwhelmingly endorsed the principle of "legislative authority" in academic matters is clear. That endorsement must be considered as the only significant representative of faculty opinion that is known on a continuing basis.

(3) It is true that at present no "crisis" exists in the area of Faculty participation in university governance, but the lack of such a "crisis atmosphere" offers an opportunity to discuss philosophical differences in an atmosphere where reason and light can prevail. But the lack of a "crisis" does not mean that reasons for a fuller and more comprehensive role for faculty in university governance do not exist.

- a. Some university councils and committees do not meet for years at a time. What appears on paper to be an adequate mechanism for Faculty participation, in practice does not materialize. This past year, for example, the Research Council, the Extension Council, the Landscape and Site Development Committee, and the History and Archives Committee never met. The Affirmative Action Committee met once, for the first time in three years. Several of those councils and committees that do meet are totally ineffectual, having been given little to do -- the University Planning Council is a case in point. Responsible Faculty members who look forward to serving their colleagues and their University in an effective manner become frustrated by the inaction.
- b. On several occasions in recent years the Faculty Manual has been breached for reasons that to faculty indicated how little regard is given to Faculty participation in University governance. While the administrators responsible for those decisions obviously thought that their reasons were good and compelling ones, Faculty Senators did not agree. Indeed, the critical point here is not that the Faculty Manual was not observed on these occasions, but that Faculty opinion was not solicited in the present constitutional system.

- c. The apparent and steady erosion of Faculty prerogatives vis-a-vis that of students has made many Faculty members doubly concerned about the role that they are playing and should play in university affairs. Faculty members believe that they constitute the most important part of the University but see no evidence that other components of the University acknowledge this. The Gator Bowl ticket allocation disturbance of 1977 bears this out. The lack of a specific faculty allocation for Gator Bowl tickets was deemed an insult by faculty members and crystallized the feelings of frustration, resentment and anger that had been suppressed.

The frequent use of the term "employees" to describe Faculty angers many (as my mail after the R. C. Edwards Endowment Fund campaign shows), for it seems to demonstrate a lack of sensitivity for the faculty's feelings of professionalism and uniqueness.

- d. These feelings of frustration, resentment and anger that have surfaced on certain occasions have been nowhere more obvious than in Faculty attitudes toward the Presidential Selection Process and the solicitation for the R. C. Edwards Endowment Fund. Faculty members are suspicious of administration intentions, wary of administration actions and fearful of retribution should they fail to act in appropriate ways. I do not share these attitudes and have tried vigorously to combat these attitudes during the past year. The fact remains, however, that such attitudes are prevalent and must be confronted. Full participation by faculty members in the on-going policy-making processes of Clemson University is certainly one way, and in my opinion the most effective way, of combatting such divisive notions.

(4) It is, indeed, over the question of how much participation the faculty should and must have in creating and initiating policy ("making policy") that the most controversy has arisen. The words "legislative authority" have been particularly upsetting to the majority of the committee and other administrators because to them the words apparently suggest that exclusive power would rest with the Faculty. Actually, the only power that "legislative authority" confers is the power to make policy regarding academic matters subject to the veto by the executive branch of the University -- the academic administrators -- and subject, as well, to the ability of the executive branch to interpret and execute the policies established by the Faculty.

What is being sought is the exclusive authority to initiate and create policy, not the power to impose policy or the power to enforce policy. That power to initiate and create policy would only apply to academic matters. In other matters pertaining to faculty welfare the Faculty asks only for the power to recommend and review which is nothing more than what the Faculty now possesses.

(5) The majority of the committee describes the proposed constitution as one which would leave those responsible for making policy unaccountable for their decisions. Quite to the contrary, the proposed constitution would make those making policy more accountable than ever before because they must accept the consequences of their decisions in a way that is not now possible. Certainly under the present mechanism for faculty participation, accountability is notably lacking. The Faculty does not elect representatives to University councils and committees, and while college deans do appoint Faculty members to those councils and committees, they point out that they have no control over their appointees. What is created, therefore, is a set of people who are not accountable to anyone. There should be no room in a system of University governance for participants who are accountable to no one. The proposed constitution would change that by making all participants responsible to those who select them.

(6) The majority of the committee states that all roles at Clemson are clearly understood (page 4). I do not believe this. The roles played by deans, department heads and Faculty in University governance are constantly changing, being subject as they are to varying and shifting individual interpretations. It seems as self-evident to me as the opposite apparently does to the majority that the only thing certain about how roles are defined within Clemson's system of governance is the uncertainty of the definitions. I might add that in the proposed constitution no effort is made to present such definitions because it was felt that a constitution where broad governmental responsibilities and jurisdictions are outlined was not the appropriate place to define specific roles.

Another objection that the majority of the committee cites is the need for new operating manuals and "whole lexicons of definitions" to be produced under the new constitution. To the best of my knowledge such manuals and lexicons exist now only in the minds of administrators and are functional only in so far as individuals agree to interpret positions similarly and to act in concert. Nothing, therefore, would be lost by asking all parts of the system of governance to reinterpret and redefine their participation in that system.

I certainly agree that faculty members would interpret "legislative authority" to favor their views, for the proposed constitution does not aim at changing human nature. But as I understand Clemson's faculty, there exists no monolithic "faculty" viewpoint on any academic matter. The confrontations that would be likely to surface would occur among faculty members of different disciplines, departments and colleges. But that is as it should be. Faculty members have a substantial vested interest in the academic program of Clemson - in fact, the most substantial vested interest - and should, therefore, have the primary responsibility for confronting issues and resolving conflicts within the academic program.

(7) How typical among American Universities Clemson's present system of University governance is, I do not know, but I do not think that this is particularly important. We are especially, and justifiably, proud at Clemson to exclaim how unique we are as an institution. It is fitting that an institution proud of its unique heritage and mission create a system of governance which is suited to its own needs and people. I think that in the proposed constitution we have done that and the significant issue is how well the system established under that constitution will function at Clemson University.

(8) The majority observes that "in confrontation the administration has the heavier artillery, no matter what a faculty constitution says." While this is an unfortunate choice of words because of the images of raw power that is evoked, it is probably an accurate assessment of the situation that now prevails at Clemson. It prevails precisely because de jure and de facto authority do reside in the same hands. The new constitution could not alter the manner in which de facto authority is exercised. Faculty members after all, have other duties as important as making policy and otherwise being involved in governance while administrators have a primary concern with implementing policy and exercising authority.

To deny this would be to deny the obvious. What the proposed constitution would accomplish, therefore, would be to place the faculty in a position where de jure authority would be shared constitutionally with administrators (who as noted earlier would continue to possess the veto power) while the nature of de facto authority would be little changed.

(9) The majority of the committee feels that the proposed document projects and cultivates "an adversary relationship between Faculty and Administration" and that "the dominant tone is that of a labor negotiation." Nothing could be further from the intent of the Faculty Senate in promoting the proposed constitution. Rather than creating an adversary relationship, the proposed constitution would help to bring about a new feeling of harmony and cooperation between Faculty and Administration by providing the Faculty with the opportunity to be responsible participants in University affairs. Adversary relationships are most likely to occur when a disproportionate amount of power rests with one party so that "in confrontation the administration has the heavier artiller" The qualities that the majority describes in the last paragraph (page 6) do not negate the imbalance of power that the Administration now holds and end the danger of creating an adversary relationship in the present circumstances.

I fail to see how "collective convictions, appropriately formulated and forcefully expressed, can ... exert a persuasive influence more powerful than any de jure legislative authority that could reasonably be hoped for." (page 6) I have never known any group to prefer de facto authority over de jure, or to fail to desire to legitimize the power that they hold or hope to hold. Persuasion in no way can substitute for authority.

(10) With the acceptance of this constitution as an integral part of the system of governance at Clemson University, the Faculty would assume the kind of responsibilities in academic affairs that their training, inclinations and experience has prepared them to assume and that as full and equal participants they are entitled to assume. With the assumption of these responsibilities, faculty members will be able to offer their expertise and talents to the University at a level and in a way not previously possible to the mutual advantage of all. Subordinate participants, as faculty have been encouraged to view their role in the present system, are relatively reluctant to accept the responsibility for new ideas and programs. This waste of talent would be remedied by making Faculty members full partners in the operation of the academic side of the University.

All that Faculty members desire is to receive the opportunity to serve Clemson University in the capacities that their training, inclinations and experiences make possible. The proposed constitution would provide that opportunity and enable the University to use the services of 900 plus Faculty members more effectively and more meaningfully.

Revision

The Constitution of the Faculty
of Clemson University

Preamble

No less than its predecessors, the modern institution of higher learning is a guardian and interpreter of intellectual tradition. It is upon the competence, integrity, and devotion of its Faculty to professional ideals that the University must depend for success.

In order that this Faculty may more fully and effectively serve the University by participating in the establishment of policies, procedures, and practices, the Faculty, subject to the review of the Board of Trustees by whom these powers are delegated, shall possess legislative authority in all matters pertaining to the standards of admission, registration, requirements for and the granting of degrees, the curriculum, instruction, research, the educational policies and standards of the University, and academic requirements for extracurricular activities, and shall possess the power to recommend and review any item which affects Faculty welfare and appears in the Faculty Manual.

The Faculty may delegate certain of these powers and other powers to the Faculty Senate and to University Councils and Committees composed of faculty members elected by the appropriate departmental and collegiate Faculties. The faculty members serving in those capacities shall exercise the delegated legislative powers necessary for achieving the objectives of those councils and committees.

Article I

The Faculty

Section 1. Membership

The Faculty of Clemson University shall consist of the President of the University; the Dean of the University; the deans and directors of the colleges and schools; department heads; professional librarians; the teaching, research, and extension faculty with rank of professor, associate professor, assistant professor, or instructor; and such other members as may be duly elected as provided for in the By-Laws.

Section 2. Functions

The functions of the Faculty shall be to exercise legislative powers in academic matters; to be concerned with matters affecting the welfare of the corporate body and individual members; to approve candidates for degrees; to delegate those powers it chooses not to exercise directly to its Executive Committee, the Faculty Senate; to determine such other University councils and committees it deems necessary to carry out the mandates of this Constitution and to delegate the powers needed for the operation of these councils and committees; to receive reports from the Faculty Senate of its actions; to approve new members as provided for in the By-Laws; and to act on any other matters brought before it by the Faculty Senate or any faculty member.

Section 3. Officers

The officers of the Faculty shall consist of a chairperson and a secretary. The chairperson shall be the Dean of the University, or, in his absence, the President of the Faculty Senate. The Secretary shall be the Secretary of the Faculty Senate, or in his absence, a person appointed by the Chairperson.

Section 4. Meetings

Meetings of the Faculty shall be held prior to each commencement except the August one, and at such other times as deemed necessary by the Chairperson. Special meetings may be called by the Faculty Senate, ten percent of the Faculty, or the Faculty members of any University council or committee acting unanimously.

A simple majority of the Faculty shall constitute a quorum.

Article II

The Faculty Senate

Section 1. Definition

The Faculty shall elect from among its members an executive committee to be known as the Faculty Senate.

Section 2. Membership

The Faculty Senate shall consist of those members elected by the Faculties of the colleges and schools as provided for in the By-Laws.

Any member of the Faculty of a school or college shall be eligible for membership in the Faculty Senate excluding those with primarily administrative functions. For the purposes of this Constitution, the professional librarians shall constitute the Faculty of a school.

Section 3. Purposes

The Faculty Senate represents the Faculty of Clemson University in its negotiations and relationships with the administration of the University; acts as the primary advocate for Faculty interests at Clemson University, and promotes the welfare of the Faculty and its individual members.

Specifically, the Faculty Senate acts:

1. To protect the rights of faculty members to legislate academic policies and practices on the departmental, collegiate and University levels.
2. To recommend and review academic policies and practices on the University level.
3. To recommend and review any item which affects Faculty welfare and appears in the Faculty Manual.
4. To serve as a primary forum for the redress of Faculty grievances.
5. To recommend and review all matters concerning the working conditions and general welfare of the Faculty.
6. To promote and assert the Faculty position on issues of general interest within the University community.

The President of the Faculty Senate shall make an oral annual report to the Faculty at the May meeting and a written report at the same time. Special reports shall be made as necessary to keep the Faculty adequately informed.

Section 4. Officers

The officers of the Faculty Senate shall consist of a President, a Vice-President, a Secretary and a Parliamentarian. The President, Vice-President and Secretary shall be elected from among the members of the Faculty Senate as provided for in the By-Laws. The President shall appoint the Parliamentarian from among the members of the Faculty Senate.

Section 5. Committees.

The standing committees of the Faculty Senate shall be:

1. Nominating and Credentials Committee
2. Executive Committee
3. Welfare Committee
4. Academic Affairs Committee
5. Policy Committee

Special committees of the Faculty Senate may be appointed by the Nominating and Credentials Committee or by the President of the Faculty Senate with the consent of the Faculty Senate.

The composition of the standing and special committees and duties of the former are provided for in the By-Laws.

Section 6. Meetings

The Faculty Senate shall hold one regular meeting each month at a time determined by the Executive Committee. The schedule of the meetings for the year shall be announced by May 1, through appropriate channels. Special meetings of the Faculty Senate may be called by the President at any time with the approval of the majority of the Executive Committee.

Except for executive sessions, all meetings of the Faculty Senate shall be open to any member of the Faculty. Such visitors may be invited by any member of the Executive Committee to participate in particular discussions. The Faculty Senate may go into executive session by simple majority vote of the members present.

Any member of the Faculty may present any problem or suggestion to the Senate for its consideration, provided the member notifies the President of the Faculty Senate at least one week prior to the meeting.

A simple majority of the elected members of the Faculty Senate or their alternates shall constitute a quorum for the transaction of all business, except the election of Faculty Senate officers and the amending of the Constitution or By-Laws. For these two exceptions, two-thirds of the elected members only shall constitute a quorum.

Article III
Councils and Committees

Section 1. Definition

University Councils and Committees are established as deemed necessary by the Faculty to provide an effective means for Faculty participation in University governance, and are essential to the achieving of faculty interests.

Section 2. Membership

University Councils and Committees established by the Faculty are generally composed of faculty members, with such student representation and administration ex officio membership as may be desirable to further the purposes of the council or committee. The Faculty reserves the right to specify the method of selection of Faculty representatives to such councils and committees, and to delegate legislative authority only to such councils or committees composed in accordance with its wishes. Three principles shall govern the composition of such councils and committees: (1) Each College or School directly affected by the actions of the council or committee shall be represented by one faculty member; (2) The Faculty Senate shall be represented by one Senator where it deems desirable for liaison purposes; and (3) Faculty representatives shall constitute at least two-thirds of the council or committee membership.

Section 3. Chairman

The chairman of each council and committee shall be elected from the members at the first meeting of the year. The chairman shall arrange the agenda, appoint sub-committees, and call meetings as needed.

Section 4. Meetings

The chairman of each council and committee shall appoint the time and place of each meeting as needed. Except for executive sessions, all meetings of any council and committee shall be open to any member of the Faculty.

Section 5.

Nothing in the previous sections shall be construed as preventing the Faculty from taking such steps as are deemed necessary to protect Faculty academic and welfare interests so long as collegiate and departmental prerogatives are observed.

Section 6. Implementation

The Faculty will upon the acceptance of this Constitution direct the Faculty Senate to evaluate, and if necessary reorganize, the structure of existing councils and committees. Certain councils and committees may be judged by the Faculty Senate not to be of a Faculty nature and therefore not covered by Article III, Section 2. Until that evaluation and reorganization is completed the present structure will be retained with the present members serving the remainder of their terms.

Article IV
Rules of Order

The Faculty, the Faculty Senate and the councils and committees of the University shall conduct all parliamentary procedure in accordance with Robert's Rules of Order.

Article V
Amendment

The Faculty may amend this Constitution at either of the scheduled meetings prior to commencement during the regular school session or at any meeting called for that specific purpose. Approval shall be a two-thirds majority vote of the members present. A proposed amendment may be brought before the Faculty by either of two methods:

1. A proposed amendment accompanied by the signatures of at least ten percent (10%) of the members of the Faculty may be submitted in writing to the Dean of the University no later than one month prior to the Faculty meeting at which the amendment will be considered. The Dean will then publicize the proposed amendment at least three (3) weeks prior to the meeting, OR,
2. A proposed amendment may be submitted by at least ten (10) members of the Faculty to the Faculty Senate at a regular meeting of that body. The Faculty Senate must vote upon the proposed amendment no later than the fourth meeting following submission. A simple majority vote of the Faculty Senators present is required to forward the proposed amendment to the full Faculty. An approved amendment must be presented in writing to the full Faculty at least ten days prior to the Faculty meeting at which the amendment will be considered.

MINUTES OF THE FACULTY SENATE

July 17, 1979

Senate Chamber

1. Call to Order

The meeting was called to order by President Fleming at 3:37 p.m.

2. President Fleming recognized those faculty substituting for regular Senate members: J. M. Colacino, S. Melsheimer, and K. Ray.

3. Approval of Minutes

The Minutes for June 19, 1979 were approved as corrected.

4. Committee Reports

A. Admissions and Scholarship - (See Attachment A)

Senator Grubb, Chairman, reported that the Admissions and Scholarship Committee met on Thursday, July 12, for an organizational meeting. The Committee has organized itself into subcommittees responsible for reviewing the University's present policies or procedures in the following areas:

Admissions (both undergraduate and graduate)

Scholarships

Academic Requirements (including withdrawal policy, academic probation, continuing enrollment, etc.)

Grade Inflation

Academic Dishonesty

Other matters that were discussed were the idea of a "Tenth College" to meet the needs of undeclared majors; summer school; scheduling; remedial courses; and written admissions policy. The next meeting of the Committee will be Tuesday, September 5, at 3:30 p.m. in the Library Classroom.

B. Policy Committee - Senator Rollin reported that there was no formal report from the Policy Committee, but the Committee would call from the June Report certain items for consideration under Old Business.

C. Research Committee - No Report

D. Welfare Committee - Senator Lambert gave the Committee Report and distributed a handout on Grievance Procedures (Attachment B). President Fleming and Senator Lambert met with University Counsel, and reported that current State legislation led to the Revised "Grievance Procedure," Senator Lambert discussed certain reasons for changes in the grievance process and pointed out that with the revisions the Faculty now has three grievance procedures available to them. A question was raised as to why "...performance appraisals are not appealable under Procedure II?" Senator Lambert responded that it was his understanding that grievances of performance appraisals where discrimination is not alleged would create circumstances where the

investigation committee would not have anymore information about performance than the department head. President Fleming reported that Mr. Anderson is willing to discuss changes in the grievance procedures which might be desired by the Faculty.

E. Ad Hoc Committees

1. Senator Thompson reported on the arrangements for the Faculty Senate Social on August 28, 1979. The Faculty Senate will host President Atchley and Vice President Hurst at Camp Hope at 6:00 p.m.

F. University Councils and Committees - No Reports

- G. President's Report: (See Attachment C). With regard to item 1, the President noted that it is the intent of Dean Hurst to see that official transcripts of all degrees held are on file for all faculty members. Dean Hurst assures the confidentiality of all transcripts presented by the faculty. Item 2, the Constitution is now in the hands of President Atchley and he plans to appoint another committee to again review the document. Item 3, concerning the salary survey conducted by the Office for Business and Finance: There is no reason to believe that the Board of Trustees will not circulate the Survey results. In relation to item 4, Dean Hurst said that it would be the policy of his office not to allow this. There are several reasons for this. For example, the fact that some faculty might request the waiver of confidentiality of the evaluation while others may not could result in a certain stigma being attached to that decision. Item 5, Mr. Ben Anderson has acknowledged receipt of the request for legal assistance by the University in drafting a new University Copyright Policy. Mr. Anderson points out that he is not a University policy maker but he is willing to assist in answering questions and reviewing drafts of the Committee as the latter's work proceeds. President Fleming pointed out that item 6 was an information item only but that President Atchley had requested that the Faculty Senate President deliver the August Commencement address. The meeting of the Senate Advisory Committee was noted particularly concerning the recommendation as to the agenda for the August Faculty Senate Meeting. The three items reported in item 9 were discussed by President Fleming and presented to the Senate for future consideration.

5. Senator Snipes moved that the Senate go to executive session for a period of fifteen minutes; second by Senator Grubb. Motion carried at 4:22 p.m. The Senate reconvened at 4:37 p.m. at which time Senator Rollin presented a draft (Attachment D) which he said Senators should consider sending to colleagues in their respective colleges.

6. Old Business

- A. Faculty Evaluation Procedures - Senator Rollin moved the approval of the Policy Committee's recommended changes to the Ad Hoc Committee's Report on Faculty Evaluation Procedures and recommend the changes to Dean Hurst. Second by Senator Snipes. After considerable discussion relating to the

notations on Form 3 relative to the range of numerical scores identified with the "Total Performance Rating" the motion carried.

- B. The Senate was asked to firm up its position on the requirement that the faculty provide official transcripts of all degrees held, in light of Dean Hurst's response to FS-79-6-1. It was moved that the Senate go on record as recommending faculty compliance with Dean Hurst's directive to verify all degrees held. After considerable discussion relating to the position taken by the Senate in June, the reasons for the verification of degrees, the problems relative to misuse of transcripts, lost transcripts, time involved in securing verification, etc., the motion was defeated.

7. New Business:

- A. A motion was made that there be no formal agenda for the August Senate Meeting, that the full Senate Meeting be given to President Atchley, and that the meeting time be from 3:30 p.m. to 5:00 p.m. Motion passed unanimously.
- B. Senator Grubb submitted the following Resolution, numbered FS-79-7-1:

WHEREAS it has come to our attention that recommendations for a written Admissions policy are presently being drafted to be presented to the Board of Trustees, and

WHEREAS this is a legitimate area of interest to the Faculty Senate, demonstrated by its recent Resolution FS-3-6-79 and

WHEREAS neither the Faculty nor the Faculty Senate was consulted prior to the formulation of these recommendations or given a copy of them, be it therefore

RESOLVED that the Administration of Clemson University seek and take into consideration the views and opinions of the Faculty concerning Admissions; that the Faculty be apprised in advance of any changes that are to be made in this area, with sufficient time to examine and respond to these proposed changes.

The Resolution passed.
- C. Senator Grubb introduced the following Resolution, numbered FS-79-7-2:

WHEREAS there are presently no University-wide procedures to deal with the problems attendant upon the death or sudden critical illness of a member of the faculty or administration, and

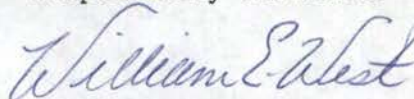
WHEREAS this often results in inaccurate obituaries that reflect to the discredit to the University and lack of assistance to the families involved at a very difficult, confused time, be it therefore

RESOLVED that the Administration of Clemson University implement a plan as soon as possible to rectify this problem.

After a brief discussion of the events leading to this Resolution, it was passed unanimously.

The Senate adjourned at 5:25 p.m.

Respectfully Submitted



William E. West
Acting Secretary

WEW/lm

Enclosures

Senators Absent: Agricultural Sciences: Mazur
Quizenberry
Engineering: Edie (substitute present)
Baron
Hester
Forest & Recreation Resources: Howard
Ham (substitute present)
Ind. Management & Textile Science: Kimbell
Liberal Arts: Coulter
Sciences: Burt
McDowell
Schindler (substitute present)
Senter

Report of the Admissions and Scholarship Committee 7/19/79

The Admissions and Scholarship Committee met Thursday, July 12, 1979.

This was largely an organizational meeting, with an interesting exchange of views concerning the issues, problems and priorities in the Committee's purview. At this point the Committee decided not to set definitely its priorities, but it agreed to divide into subcommittees responsible for reviewing the University's present policies or procedures in the five following areas:

Admissions (both undergraduate and graduate)

Scholarships

Academic Requirements (including withdrawal policy, academic probation, continuing enrollment, etc.)

Grade Inflation

Academic Dishonesty

This review has a two-fold purpose: (a) preparation for the Committee's general examination and evaluation during the coming year of the situation relating to these areas, (b) deciding upon the priority these areas ought to receive. As a result of this review there may well be recommendations forthcoming; it will, in any case, give the Committee the means of evaluating (hopefully, in advance) any changes in policy made or proposed in these areas. The members of the Committee agreed that it ought to focus its attention on a few issues, feeling that a few carefully researched and thought-out resolutions are worth more than a proliferation of resolutions which, however well-intended, fail to carry conviction.

Other matters that were discussed were the idea of a "Tenth College" to meet the needs of undeclared majors; the possibility of an expanded summer school program that is more integral to the regular academic sessions; complaints about scheduling; the possibility that more remedial courses may be required as a result of the HEW report. While presently these are not priority issues, they will be looked into and recommendations will be made if the Committee feels there is a need.

One thing particularly disturbed the members of the Committee: the information (though unconfirmed) that recommendations for a written Admissions policy are presently being drafted by Mr. Mattox's Office to be presented to the Education Subcommittee of the Board of Trustees at its next meeting on July 20. This is an intolerable situation: first, that the faculty, specifically the Admissions and Scholarship Committee, was not given a copy of these recommendations; secondly, that this was not done in advance so as to have some influence in what is presumably an area of interest and competence to the faculty; thirdly, that this was done in spite of the Admission and Scholarship Committee's continuing interest in this subject and the Faculty Senate's recent resolution concerning Admissions, specifically the lack of a written Admissions Policy (FS 79-3-6). There will be a Resolution concerning this matter under New Business.

The next meeting of the Committee will be Tuesday, September 5, at 3:30 p.m. in the Library Classroom.

Grievance Procedures

Re: Ray Thompson's Memorandum of June 8, 1979

As a result of a conference with the University Counsel and my own reading of the June 8 memorandum, what follows is a summary of my conclusions:

- A.
 - 1. Grievance procedures, pp. 57-59 of the Faculty Manual have become out-of-date because subsequent changes in the law are not reflected there.
 - 2. The Attorney-General delivered an opinion in April, 1978, that formal (adversary) hearings in grievance cases were required to conform to the Administrative Procedures Act which provides for elaborate and complicated machinery for such hearings. Therefore, most state agencies have provided for a fact-finding investigation and hearing in lieu of formal adversary proceedings to which the Attorney-General's opinion would apply.
- B. There are now three grievance procedures available to faculty members, the two of June 8, and those outlined on pp. 36-39 of the Faculty Manual, as follows:
 - 1. Procedure I -- particularly where alleged discrimination (race, sex, handicapped, etc., under federal or state law) has affected performance appraisals, promotions or dismissals.
 - 2. Procedure II -- an alternative procedure (if the Cabinet of Clemson University feels a review is warranted) aside from performance appraisals where discrimination is not alleged (personal incompatibility with department head?).
 - 3. Manual procedure on termination or dismissal of tenured or nontenured faculty, or where violations of academic freedom are alleged.

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CLEMSON
UNIVERSITY

FACULTY SENATE

President's Report

July 17, 1979

1. Dean Hurst will require faculty to comply with his June 11, 1979 directive that all degrees held by faculty be verified by official transcripts and that faculty members assume responsibility for providing this documentation. Notwithstanding the Senate's objections by means of resolution at our June 19, 1979 meeting, Dean Hurst insists that this procedure is necessary to bring personnel files up-to-date in an accurate fashion. He does acknowledge that the objections of the Senate are not entirely unreasonable.

In response to our concerns that the transcripts accumulated may be improperly used, Dean Hurst has guaranteed that he will enforce the otherwise confidential nature of these documents. Any improper use of these transcripts will be dealt with directly by his office. "Improper use" would include circulation of the transcripts to unauthorized persons. Other instances of abuse of the procedure or transcripts would need to be judged on an individual basis.

Faculty members complying with this request would not again be so tasked.

All new faculty will be expected to document their academic credentials as a condition of employment by the University.

2. The proposed Faculty Constitution is now in the hands of President Atchley, having been passed on to him by Dean Hurst, along with the report of the ad hoc committee that reviewed the document. According to Dean Hurst, President Atchley plans to appoint another committee consisting of administrators and faculty to again review the document. How the committee will be constituted and charged is not certain at this time. President Atchley does need more time to consider these matters. In the meantime, I will discuss procedural aspects of the committee with Dean Hurst and report back to the Senate as these discussions proceed.
3. The faculty salary survey conducted by the Office of Business and Finance is being prepared for presentation to the Board of Trustees at their meeting on campus this Friday and Saturday, July 20-21. It will then be up to the Board as

to whether this report will be circulated and to whom.
We have requested to see it.

4. In accordance with your instructions, I inquired of Dean Hurst whether the confidentiality of faculty evaluations could be waived by faculty members who wanted these considered by their departmental advisory committees in the latters' deliberations over tenure and promotion decisions. Regardless of the legalities of any such waiver, Dean Hurst states that it will be the policy of his office not to allow such waivers.
5. Dean Hurst has forwarded to Mr. Ben Anderson our request that we be given legal assistance by the University in the drafting of a new University copyright policy. He anticipates that this assistance will be forthcoming.
6. President Atchley has requested that I, as President of the Faculty Senate, deliver the August 1979 commencement address.
7. The Handicapped Student Advisory Committee met June 21.
 - a. The committee reviewed the recent Davis decision of the U. S. Supreme Court and agreed--consistent with stated policy of the University--that the University has made a commitment to handicapped persons and will keep that commitment, despite any mitigating aspects of the Court's ruling, and abide by the spirit of Section 504 of the Rehabilitation Act of 1973.
 - b. A "Handicapped Awareness Week" is being planned for Spring semester, 1979-80.
8. The Advisory Committee met on Monday, July 16.
 - a. Senator R. W. Rouse was named to fill out the term of J. C. Hester on the University Traffic and Parking Committee.
 - b. It was proposed that no formal agenda be set for the Senate meeting on August 28, in order that President Atchley can be given as much time as he wants to address the Senate, receive comments and questions. It was further proposed that the meeting be limited strictly to one-and-a-half hours (3:30-5:00 p.m.) with the Senate barbeque at Camp Hope to follow immediately on adjournment of the meeting.

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President's Report
July 17, 1979
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- c. Should a regular August business meeting be necessary, the committee recommends that it be called at a later date.

We will ask for your concurrence in these recommendations under New Business.

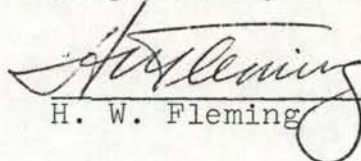
9. Dean Hurst proposes that the Senate reconsider two items which are of continuing interest and which apparently, to date, have not been settled satisfactorily: (1) the status and rights of instructors on the University faculty and (2) the status and rights of visiting faculty.

A third item is likely to be brought up again soon: the question of whether faculty below the rank of associate professor should be granted tenure.

Dean Hurst has asked the Senate to review all three issues.

10. The Board of Trustees will meet on campus Friday and Saturday, July 20-21.

Respectfully submitted,


H. W. Fleming

July 17, 1979

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(Attachment D)

SENATOR ROLLIN'S STATEMENT FOR THE RECORD

This is to put you on notice that you are soon to be required to perform your own "security check."

Dean Hurst has ordered the academic deans to verify the credentials of all faculty by 1 January 1980. Deans will require faculty to submit official transcripts of all work done for each degree a faculty member holds to their department heads (only an original transcript embossed with the institution's seal will be deemed acceptable).

At its June 19th meeting the Faculty Senate discussed this action and subsequently passed the following resolution:

THE FACULTY SENATE FINDS THE REQUIREMENT THAT ALL FACULTY SUBMIT THROUGH THEIR DEPARTMENT HEADS OFFICIAL TRANSCRIPTS OF ALL WORK DONE FOR EACH DEGREE HELD IMPUGNS THE INTEGRITY OF THE FACULTY AS A WHOLE AND PLACES DEMANDS OF TIME, ENERGY, AND MONEY UPON THE INDIVIDUAL FACULTY MEMBER IN ORDER TO CARRY OUT A RESPONSIBILITY WHICH PROPERLY RESIDES WITH THE ADMINISTRATION; AND FURTHER, THE SENATE WILL RECOMMEND THAT FACULTY MEMBERS REFUSE ON PRINCIPLE TO COMPLY WITH THE DIRECTIVE IN QUESTION.

The Senate does not challenge either the right or the need of the University to authenticate the credentials of anyone on the Clemson staff. Nor would the Senate object to requiring new appointees to furnish such documents. What the Senate does object to is: (1) the indiscriminate nature of the directive, which casts aspersions upon and raises suspicions concerning all faculty, from imminent retirees to recent appointees, and (2) the adding of injury to insult by demanding that faculty bear the burden of carrying out this indignity themselves.

It is our intention to certify in writing that our credentials are as claimed but otherwise to decline respectfully and on principle to accede to this administration request. We urge that you also so decline and recommend this course of action to your colleagues.

lm
7/23/79

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MINUTES OF THE FACULTY SENATE

August 28, 1979

Senate Chamber /

1. Call to Order

The meeting was called to order by President Fleming at 3:32 p.m.

2. Approval of Minutes

The Minutes for July 17, 1979 were approved as written.

3. President Fleming introduced the editor of The Tiger, Mr. Jim Stovall, and Dr. John Gowdy, who will replace Senator Hester for the remainder of the academic year.
4. Normal procedures were suspended and President Fleming introduced the special guest of the Senate, Dr. Bill L. Atchley, President of Clemson University.

A Synopsis of Dr. Atchley's Remarks:

Dr. Atchley stressed that lines of communications at Clemson are of paramount importance to him. He observed that no existing structure or procedure is sacred, and he is undergoing a thorough examination of existing offices and structures. Faculty salaries will be a priority item this year, and merit will be stressed in considerations of tenure, promotion, and raises. The overall tenure picture must be approached realistically; tenure must be based on productivity; individual faculty members must be kept informed as to what is expected of them prior to gaining tenure.

Dr. Atchley expressed sympathy concerning the desire for faculty participation in academic rules and procedures, but pointed out that faculty already have significant input through their department heads and in their ability to influence their colleges. The higher levels of administration, however, retain the power to take into account the broadest considerations of policy. The key to the interrelationship is communication. President Atchley asked for more time before he responds in a formal way to the proposed Faculty Constitution. As for the present, the students come first, the faculty second, and the administration comes third. The Faculty Senate represents the faculty as a whole and it must be sure to do so responsibly. Until things get sorted out, the Faculty Senate President will be included in Cabinet meetings.

Dr. Atchley expressed support for the Graduate Programs, noting some concern about our ability to attract high quality students. He will work to increase graduate stipends. He also indicated support for adequate Library holdings, travel, and sabbatical leaves. While generally supporting a better cultural environment, the President stated that whereas a fine or creative arts center is needed, there are no expectations for a College or Department of Fine Arts due to a lack of resources and a concern over duplication of current programs.

Dr. Atchley's remarks were followed by questions from the Senate. A brief synopsis of his answers follows:

- Dr. Atchley feels that the current budget formula of the Commission on Higher Education is a big step forward, but it could be improved. At present, Clemson stands to get a 25% increase in state funds as a result of the new formula (if they are available from the state).
- Dr. Atchley has not given much thought to the impact of an increased enrollment on the community as a whole in terms of urban blight, housing costs, traffic, demands for service, crime and other problems. He feels that we are going to have these problems anyway, but he is agreeable to consulting with the community leadership should changes in enrollment occur.
- Dr. Atchley believes that there is a need for a Business Guidance Committee for coordinating the relationship between Clemson and the business community. However, the impetus for this must come from the faculty and department heads, rather than from the top.
- Whereas President Atchley is aware of the increased professionalism of this faculty over the recent past, and the subsequent increase in the ability of faculty to make an impact on decision-making, he feels that the proper response for the new administration is to listen to the faculty and to see that the input process is not diluted. He does not favor the institution of the department chairman system over the department head system, feeling that a central locus of authority is desirable.
- Dr. Atchley feels that teaching and research are intertwined; they both should be designed to teach students, which function, he feels, is the main purpose of the University.
- The President will work to iron out problems with regard to the Physical Plant's service to the academic community. He will also work to do away with non-productive committees.
- President Atchley expressed some confusion as to the precise nature of the "Admissions Policy" problem. He indicated a willingness to be briefed on the situation by the Faculty Senate and others with regard to the parameters of the situation. He acknowledged that the Faculty Senate study on the subject would be helpful.
- Dr. Atchley expressed some concern about the advisement of students by faculty. He feels that there is room for improvement in some departments. He also believes that faculty members can be accurately evaluated by administrators. He was imprecise as to methods.
- Dr. Atchley expressed sympathy for the establishment of an Anthropology/ Archeology Department and a Philosophy Department, but suggested that these things will come only when we can afford them and that such considerations as these must meet the tests of justification and the mission of the University.
- After expressing his desire to improve the published communication between the administration and the faculty, Dr. Atchley concluded his remarks.

The meeting was adjourned at 5:03 p.m.

5. Reports by the 4 major committees and the President of the Faculty Senate are attached.

Respectfully Submitted

E. M. Coulter

Edwin M. Coulter
Secretary

EMC/ep

Enclosures

Faculty Senate Policy Committee Report

August 28, 1979

The Faculty Senate Policy Committee has not met during the past month. However, the following items of work are reported:

1. Faculty Evaluation Forms and Procedures:

The report of the Faculty Senate on the review of the Ad Hoc Committee's Report was favorably received by Dean Hurst. The forms that were sent to the printer on August 27, 1979 include most of our suggested improvements

The rating scale on Form 1 - Faculty Evaluation Worksheet will be a 6 column grid with ratings for Excellent, Very Good, Good, Fair, Marginal and Unsatisfactory. Dean Hurst believed it to be imperative that the rating scale include provisions for recognizing "excellent" faculty work.

The revisions in Form 3 - Evaluation Summary were accepted.

Form 1 remains as previously printed but will be Form 2 in the 1979-80 Faculty Evaluation system.

2. The policy committee has no additional work to report in relation to the Faculty Constitution.
3. The Policy Committee will meet on Tuesday, September 4, at 3:00 p.m. in Room 101 Freeman Hall. The tentative agenda is:
 - a. Report on Faculty Evaluation Forms
 - b. Review of Faculty Constitution work
 - c. Initial work - Organization
 - 1) Faculty Titles (Visiting, Adjunct, Lecturer, etc.) Responsibilities-benefits-etc.
 - 2) Status of Faculty/Student (Administration Committee (Student Handbook Notation)

Welfare Committee

Report to the Faculty Senate - August 28, 1979.

The welfare committee is involved with the following issues:

1. Salary survey
2. Fringe benefits
3. Retirement system - Death benefits to families
4. Graduation exercise - Awarding of honorary degrees
5. Summer school employment
6. Grievance procedure
7. Review of support for the Faculty Senate President

At the September meeting of the Senate we expect to present a proposal for changes in the graduation ceremony and to invite discussion of proposals for the awarding of honorary degrees. We also expect to introduce a resolution on summer school employment. The salary survey done by the business office should be available for distribution and discussion.

We will be discussing with Mr. Hickman a fringe benefits study his office will be doing. This will involve a review of benefits at the same group of peer institutions as used for the salary study.

The committee has requested through the Senate president, a written statement by the administration as to the appropriateness of the grievance procedures in the faculty manual, in light of the new state grievance procedure.

The welfare committee will be meeting with Mr. John Gentry and University representatives to the State Employees Association to discuss the state retirement system, with specific discussion of our concerns relating to the death of an employee while in service. The committee also expects to review with the President of the University the present retirement system and to advise him of our concerns.

The committee will also be reviewing with the President of the Faculty Senate and past presidents, the need to provide additional support for this office.

Submitted August 28, 1979
William Baron, Chairman



Admissions and Scholarship Committee

The committee did not meet this past month. However, we will meet next Tuesday, September 4, at 3:30 P.M. in the Library Classroom. On the agenda is a preliminary discussion of the present Admissions Policy and the determination of this the committee's priorities for this year. As our principal task will be the drafting of proposals for a new Admissions policy, we welcome--indeed, encourage--anyone interested to attend our meetings.

Respectfully submitted,

Alan Grubb
Chairman

August 28, 1979

FACULTY SENATE RESEARCH COMMITTEE REPORT

The research committee is continuing to work on the revision of the copyright policy.

Ben W. Anderson, Assistant University Counsel, has agreed to the Faculty Senate's request for legal assistance in drafting a University copyright policy. He will work with and will advise the research committee on legal aspects of any proposed copyright policy.

Bill R. Smith, Chairman



President's Report
August 28, 1979

1. A schedule of President Atchley's luncheon meetings with members of the Faculty Senate (by college) is attached. In addition, President Atchley will meet with faculty on a departmental basis throughout the academic year. The latter meetings are being arranged and coordinated by Dean Hurst, and questions about them should be referred to his office. Dean Hurst was instrumental in arranging the luncheons for Faculty Senators with Dr. Atchley.
2. Professor John N. Gowdy (Electrical and Computer Engineering) has been elected to serve in the Senate as J. C. Hester's replacement until August 14, 1980. I know you join me in welcoming John to the Senate.
3. The Council of Academic Deans met August 13, 1979. The following actions taken or announced at that meeting are of particular interest to the Faculty Senate.
 - a. The Faculty Senate was requested to draw up an admissions policy and submit it to Dean Hurst. The Council agrees with the Senate that the admissions process is in need of review at this time.
 - b. In order for a faculty member in the status of visiting faculty to move to a tenure track position, he/she must compete with all other applicants in order to stay within equal opportunity requirements.
 - c. The deans soon will begin to discuss alternatives to the way faculty promotions are presently announced and recognized. It has been suggested by one member of the Council that, instead of having the promotion letters mailed from Dean Hurst to the faculty concerned, they be given to the appropriate college dean who, in turn, would make a ceremony of distributing the letters and making the announcements of the promotions at the college faculty meetings in August. If you have suggestions, I will be happy to pass them on to the Council, or you may wish to speak with your dean about the matter.
4. Orientation for new faculty and staff was held August 16, 1979. The one-day session, organized and led by Dean Willis, was well-attended and well-received by our new colleagues. I want to thank our vice-president, Stassen Thompson, Senators Hal Harris, Gordon Gray, Don Ham, George Worm, Bob Rouse, Jim Schindler and David Snipes for their assistance with the session.

5. In a memorandum to the academic deans dated August 24, 1979, Dean Hurst has announced that those seeking to travel to foreign countries (exclusive of Canada) will have their request forwarded to the State Budget and Control Board, provided that a good cause can be shown for such travel. A maximum of \$750 may be authorized from state-appropriated funds for travel, subsistence and other related costs. However, according to the memorandum, "We must all keep in mind that travel allowances up to \$750, although justifiable in their own right, may affect travel privileges of others in the department who could and should attend meetings of a domestic nature."
6. At the direction of the Welfare Committee, I have sent an inquiry to Dean Hurst concerning the extent to which--if any--provisions of the recently-promulgated, newly-amended state and University grievance procedures conflict with or supersede those separate grievance procedures set forth in the Faculty Manual on pages 34-39. As you can see from my letter to Dean Hurst, the Welfare Committee has requested a written response to this inquiry.
7. Copies of the five-year permanent improvements projections, compiled by the Office of the Vice President for Development, have been distributed to members of the Senate Advisory Committee. These are summaries only. You may wish to get a copy from one of the committee members or from me for review.
8. The Personnel Division has published the Employee Handbook, Faculty Edition. Copies of this document also have been distributed by me to members of the Advisory Committee and are thus available for your review. I would also welcome your comments on this publication, so that I may pass them along to the appropriate University officials.
9. In response to several questions directed to me, I have inquired of Dean Hurst and Admiral McDevitt about the progress made in developing procedures or guidelines to govern early retirement and retirement after age 65. There are some differences of opinion about the need for any further policy statements beyond the revised state retirement law (S. C. Code §§9-1-1530-1550) and the 1978 decision of the S. C. Supreme Court in University of South Carolina v. Batson, et al. We will be discussing the matter further, and the Senate may be called upon for some further assistance in addressing this issue. I will keep you informed.
10. The Advisory Committee met August 25, 1979.
 - a. The Committee directed that an appropriate tribute to the late Dean Claud B. Green be prepared for presentation to the Senate at our September 1979 meeting.

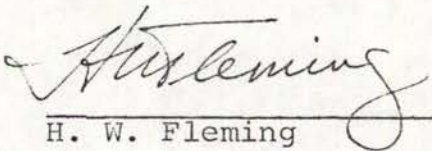
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August 28, 1979
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- b. The Committee discussed developments subsequent to Dean Hurst's memorandum of July 27, 1979 on the matter of verification of faculty credentials by means of official transcripts. It was the Committee's understanding and mine as well that only faculty employed by the University after July 1, 1980 would be required to furnish--at their own expense--official transcripts of all academic work completed. But, apparently, that is not true. Certain college deans have continued the earlier transcript requirement. At least one department has simply required faculty to sign a waiver granting access by the department to their transcripts, whereupon the department would next write for and pay for the faculty member's transcripts. Still other colleges and departments are requiring letters of verification of degrees held from the faculty member's university or college of record. Such variation in requirements by college are of concern to the Committee, and I have been asked to seek clarification from Dean Hurst concerning our earlier understanding that all requirements that faculty employed prior to July 1 must furnish official transcripts had been rescinded effective July 27, 1979, the date of Dean Hurst's most recent memorandum on the subject.
 - c. Committee members received copies of memoranda exchanged between Senator Gray and me and relating to payment of nine-month faculty on an optional twelve-month basis and lump sum deduction in May of summer insurance premiums. Copies are attached. I invite your comments on them.
11. On August 22, Dean Hurst summoned a meeting in his office including Dr. Reel, Acting Dean of Undergraduate Studies, Ms. Beulah Cheney, University Publications Editor, Dean Hurst and me. The purpose of the meeting was to discuss ways in which the internal University communications process could be made more efficient and responsive to the University community's needs. During the meeting, Ms. Cheney presented a proposal which has been offered by the Department of University Relations. We are to meet again in September to discuss the matter again. In the meantime, Ms. Cheney has agreed to meet with the Senate Advisory Committee on August 30, 1979 at 1:00 p. m. in 108 Strode Tower to describe this proposal, answer questions and entertain other ideas on the subject. Others interested in attending are invited to do so. All suggestions would be welcomed. The Senate stands to benefit considerably from any proposal which results in our getting word of our activities more efficiently to faculty, staff and others.
12. Vice President Thompson, Dean Hurst, I and others will visit Hobcaw Barony October 22-23.

President's Report
August 28, 1979
Page Four

13. The Board of Trustees will meet on campus September 6-7.

Respectfully submitted,


H. W. Fleming

Attachments

SCHEDULE

PRESIDENT'S LUNCHEONS WITH COLLEGE SENATORS

Tuesday, September 4, 1979
Saber Room - Clemson House

College of Ag Sciences

A. R. Mazur
S. G. Turnipseed
B. R. Smith
C. S. Thompson
R. G. Bursey
J. W. Dick
V. L. Quisenberry
H. M. Harris

Monday, September 10, 1979
Blue Room - Clemson House

College of Sciences

P. B. Burt
H. K. McDowell
J. E. Schindler
H. F. Senter
D. S. Snipes

Friday, September 21, 1979
Blue Room - Clemson House

College of Liberal Arts

H. W. Fleming
R. S. Lambert
E. M. Coulter
C. A. Grubb
R. B. Rollin

Friday, September 28, 1979
Blue Room - Clemson House

College of Engineering

D. D. Edie
J. J. Komo
W. Baron
J. N. Gowdy

Thursday, October 4, 1979
Blue Room - Clemson House

College of IM&TS

G. H. Worm
J. A. Kimbrell
R. W. Rouse

Friday, October 12, 1979
Blue Room - Clemson House

College of Education

W. E. West
G. W. Gray
L. H. Blanton

Tuesday, October 16, 1979
Saber Room - Clemson House

College of For & Rec Res

G. E. Howard
D. L. Ham

College of Architecture

J. L. Young
H. W. Webb

Tuesday, October 30, 1979
Saber Room - Clemson House

College of Nursing

M. A. Kelly
P. M. Kline

Library

M. A. Armistead

NOTE: All luncheons to be dutch treat, buffet line and have been scheduled from
12 noon - 1:30 p.m.



CLEMSON
UNIVERSITY

FACULTY SENATE

August 27, 1979

Dr. Victor Hurst, Vice President for Academic Affairs
and Dean of the University
209 Sikes Hall
Clemson University
Campus

Dear Dean Hurst:

I have been asked by the Welfare Committee of the Faculty Senate to seek written clarification concerning the recently revised state and University grievance procedures as these relate to previously existing procedures specified on pages 34-39 of the Faculty Manual.

Specifically, we wish to know if the state and University grievance procedures contravene or in any provision or part supersede the procedures found in the Faculty Manual.

We would appreciate your responding to our question in writing so that it may be made a part of our record on the subject.

Thank you for your consideration and assistance.

Sincerely,

Horace W. Fleming, Jr.
For the Faculty Senate

College of Education

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION



CLEMSON
UNIVERSITY

July 23, 1979

TO: Horace Fleming

FROM: Gordon Gray

SUBJECT: Payment of Academic Faculty and Deductions for Insurance

Several of our faculty have expressed concerns about the above topics. In the payment issue some faculty members have asked to be paid on a twelve month basis and have been told this is not possible. The reason given was that it was a problem for the administrative office concerned.

The problem with the payment of insurance premiums arises from objections to paying for the summer costs in one lump sum. Could this not be deducted on a nine month basis?

Would you please investigate these problems and take whatever action you think appropriate?


CLEMSON
UNIVERSITY

FACULTY SENATE

July 26, 1979

Memorandum

TO: Gordon Gray

FROM: H. W. Fleming 

RE: Inquiry Concerning Payment of Academic Faculty and Deductions for Insurance

I have made an inquiry with Mr. Ron Herrin about the two matters you raised in your July 23 memorandum to me. I want to relate to you what he told me; then you might address further questions to him.

1. Because state appropriations--including funds for payment of faculty--are required to be expended on a fiscal year basis, payments of nine-month faculty cannot be made after July 1 of each fiscal year. This means that any money deducted during the year for summer payment would have to be disbursed before that date. In other words, there could be no further, equal portion checks drafted in July or August which would have the effect simply of carrying the payroll on for a full 26 installments, as in the case with staff on 12-month contracts. (Of course, as you know, the latter's pay theoretically is changed at the beginning of every fiscal year.) According to Mr. Herrin, the withholding of a portion of each paycheck and its deposit in the Credit Union has several advantages over any other system that the University can devise under these circumstances:

- a. the money is deposited in an interest-bearing account at 5.75 percent; and
- b. it is available whenever the faculty member wants it.

In the past, when the University was withholding for the summer months, state law did not allow the money to be deposited by the University in any kind of interest-bearing account, consequently the faculty members, in Mr. Herrin's opinion, lost on the deal. With deduction for deposit in the Credit Union, the University labors under no such legal restrictions.

As you may know, it costs one dollar to join the Credit Union, plus an additional five dollars as an initial deposit. There are no other charges involved.

Memorandum to: Gordon Gray
July 26, 1979
Page Two

For those who wish to take this route, you should inform them that Credit Union deductions would be fixed by the employee and would be deducted 16 times during the nine-month academic year: once each month, with the exceptions of the two months when we receive three paychecks because of the way pay dates fall.

2. Mr. Herrin agrees that it would be possible to do what you propose in regard to deductions for insurance premiums for the summer months. But he points out certain problems this would involve. To begin with, if these premiums were distributed over the remaining nine months of the academic year, it would amount to requiring faculty to pay in advance for protection that they do not yet have. His feeling is that no one should be required to pay before the benefit is actually received. Secondly, he points out a number of administrative problems which might arise as a result of faculty leaving the University for other employment during the year or at the end of the academic year-- necessitating refunds and the possibility of errors and delay in the process.

I hope this explanation is satisfactory for the moment. My own feeling is that the present system of Credit Union deduction for purposes of equalizing pay over 12 months is a good one and probably the best that can be devised under the circumstances. I think it would be good to come up with an alternative to the lump sum deduction of summer insurance premiums, but I agree with Mr. Herrin that there is something odious about payment in advance of these premiums over the earlier nine-month period.

If you have proposals on either item, I would appreciate seeing them. If you need other information or assistance from me, please let me know.

XC: Ron Herrin

MINUTES OF THE FACULTY SENATE

September 18, 1979

Senate Chamber

1. Call to Order

The meeting was called to order by President Fleming at 3:33 p.m.

2. Approval of Minutes

The Minutes for August 28, 1979 were approved as written.

The rules were suspended for two brief presentations:

- 1) Dr. Richard J. Calhoun, Alumni Professor of English, read a tribute to the late Dean Claud B. Green. The Senate unanimously accepted it and voted to send a copy to Dean Green's family. (See Attachment A).
- 2) Senator Thompson rose to pay tribute to Senators West, Gray and Ham for their help in preparing for the August barbeque. Special recognition was given to Dr. Steve Lytle for his efforts, and a gift was presented to him by President Fleming.

3. Committee Reports

A) Admissions and Scholarship:

Admissions and Scholarship Committee Report

The Committee met on September 4 at 3:30 p.m. in 411 Strode Tower. We decided to restrict our agenda this year to three areas: (1) the draft of proposals for a new Admissions policy, (2) a study of the advising system, including the suggestion of a Tenth College or College of General Studies with a core curriculum for first-year students, (3) the problem of grade inflation. We agreed that our highest priority is the Admissions problem. We had a lengthy, preliminary discussion of the Admissions policy and, although we do not wish to be more specific at this point, agreed that it needs to be re-written. The present policy, as stated in the University Bulletin and the Student Handbook, is outdated and not very clearly stated and does not, it appears, reflect the actual admissions procedures. We will set a date at our next meeting for a draft of our admissions proposals; tentatively, however, we hope to present the Senate with a final draft in January. Dean Vickery and Mr. Mattox will appear at our next meeting on October 2 to give us the administrative angle on Admissions. We are aiming at a realistic document: one which takes into consideration present needs and future projections, genuine academic considerations, Clemson's high standards and responsibility as a State institution; one that is also workable administratively. We welcome any ideas individual Faculty Senators may have concerning Admissions needs, either in writing or at our meetings.

We will introduce under New Business a joint-resolution with the Student Senate for the creation of an ad hoc committee to study the present advising system and make recommendations for its improvement and to examine the advisability of a Tenth College concept at Clemson. This committee will be chaired by Jim Kimbell; its members will consist of two students representing the Student Senate, Roger Rollin, Jim Hite, and Corrine Sawyer. It is expected that the committee will present

separate reports on each item and that the report on the advising situation will take precedence over the other, as it is a more pressing problem and does not involve curriculum or administrative changes within the University.

Finally, as a matter of information, the Undergraduate Council recently passed a resolution that shortens the class withdrawal period from ten weeks to six weeks. This represents a compromise between the Faculty Senate's position of four weeks and that of eight weeks favored by many members of last year's Undergraduate Council. This compromise was reached in discussions between the Admissions and Scholarship Committee and the Undergraduate Council last February. Dean Reel has asked us to prepare in writing an explanation of the motives behind our resolution requesting a shorter drop period. This will be submitted to the Council of Deans, which will decide on the matter in November. Dan Edie, who introduced the original resolution, has agreed to do this.

The next meeting of the Admissions and Scholarship Committee will be on October 2 at 3:30 p.m. in 411 Strode Tower. It is imperative that all members attend since we will begin work on the Admissions policy.

Respectfully submitted,

Alan Grubb, Chairman

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B) Policy:

September 18, 1979

Memorandum

To: Faculty Senate
 From: Policy Committee
 W. E. West, Chairman
 Subject: Policy Committee Report

1. The Faculty Senate Policy Committee met on Tuesday, September 4, 1979 at 3:00 p.m. The following Senators were present: H. W. Webb, G. H. Worm, R. B. Rollin, M. A. Armistead, P. S. Snipes, and W. E. West.
2. The committee reviewed the forms that Dean Hurst had accepted for the 1979-80 Faculty Evaluation process. The printed forms are scheduled for use in late September and early October of this year.
3. The policy committee discussed the current status of the Faculty Constitution. The chairman was directed to discuss with the Senate President the need for a balance of faculty and administrators on the proposed committee, and that the committee have a written charge that would guide the committee's consideration of the proposed constitution.
4. The committee is beginning inquiry into two areas of concern:
 - a. Current policy/evolving policy dealing with the appointment of Adjunct Professors/Associate Professors

- b. Current policy dealing with tenurable positions and the evolving needs of the University
- 5. The Policy Committee will meet on September 26, 1979 at 3:30 p.m. in the Reading Room of Freeman Hall.

Senator Rollin asked whether the latest Committee on the Faculty Constitution had been formed. Senator West had no word as yet, but assured the Senate that President Atchley did desire that the Policy Committee come up with a structure for such a committee in the near future.

- C) Research: No report.
- D) Welfare: Senator Baron announced his intention to present a proposal on a new Commencement format under New Business. He reported that the salary survey was now completed and had been distributed to members of the Advisory Committee. In view of the fact that there is some confusion over the data displayed therein, the Welfare Committee will study the survey some more. Senator Baron also indicated that the issue of the Summer School's place in the University's program will be studied in the near future. The Committee will meet with Mr. Gentry on Tuesday, September 25th to discuss the University Retirement Policy. The Committee is also concerned about funding the President of the Faculty Senate during the summer months. Finally, it was noted that the Welfare Committee will study the rights and privileges of Emeritus faculty.
- E) Ad Hoc Committees: No report.
- F) University Councils and Committees: Senator Baron reported on the September 7, 1979 meeting of the Undergraduate Council in three particulars: (1) The student drop period was approved at six weeks before the end of the semester (a compromise with the eight-week suggestion of the Faculty Senate); (2) the Faculty Senate Resolution FS-79-3-4 (see Attachment B) will be studied at the next meeting; and (3) the Student Senate Teacher Evaluation Proposal, R-78-79-52 (see Attachment C) was tabled. Senator Baron expressed concern over the poor construction of the student proposal and suggested that the Faculty Senate should get a student-teacher evaluation proposal of its own fairly soon. Senator Howard felt that we could afford to wait because there is too much new material for department heads to handle already. Baron reiterated that his concern was to get a faculty-approved proposal before the Undergraduate Council lest we be pre-empted.

4. President's Report:

- 1. President Atchley has completely and unequivocally rescinded the requirement that faculty employed by Clemson University before July 1, 1979 furnish transcripts verifying the degrees which they hold. Other documentary evidence of degrees will suffice. Faculty who joined or will join Clemson University after July 1, 1979 will be required to provide transcripts of all work completed and degrees awarded.

2. President Atchley is constituting a committee to recommend to him a successor to Dean Hurst, who will retire July 1, 1980. The committee will consist of the Dean of Agricultural Sciences, the Dean of Engineering and members of the Faculty Senate. President Atchley would like to have one undergraduate and one graduate student to serve with the committee. We have been asked to provide Dr. Atchley with either three or five members of the Senate to serve on the committee. We will take up this matter under New Business. The committee, once appointed and assembled, will elect their own chairperson and will be assisted as necessary throughout the search and selection processes by staff in the President's Office.
3. The inauguration of President Atchley has been set for April 18, 1980. An inaugural committee has been appointed to plan for the event. Vice President Stassen Thompson will serve on the committee, along with Acting Dean of Undergraduate Studies J. V. Reel (chairman), Dean Hurst, the University Marshal, President of the Student Body, President of the Graduate Students' Association, a member of the Board of Trustees and the President of the Alumni National Council.
4. Senator Coulter and I--with Dean Hurst, Drs. Godley and O'Dell--visited the Sandhill and Pee Dee Experiment Stations, September 4-5. Senator Coulter will present our report during the meeting.
5. The August Senate meeting and barbeque were tremendous successes. President Atchley and Dean Hurst have asked me to convey their thanks to the Senate for the hospitality and opportunity to spend the time with us. I want to thank those who worked so hard to bring off the barbeque: Stassen Thompson, Bill West, Don Ham, and Gordon Gray. Special thanks are due Steve Lytle for volunteering his expertise in chicken basting.
6. On several occasions during the past month, Dean Hurst, Dr. Reel, Ms. Beulah Cheney (University Publications Editor) and I have met to discuss ways in which University communications can be facilitated, especially internal communications. The result of our discussions is a proposal which has been presented to Dean Hurst and the Council of Academic Deans, a summary of which is appended here. I believe that the proposals will serve the Senate especially well in our effort to communicate efficiently with faculty, making it possible to inform our colleagues within a matter of two days or less about matters covered at each meeting. I will have more to say about the direction of our thinking during the meeting.
7. I have met twice thus far with the President's Cabinet. I have been very pleased with the opportunity I have been given to contribute on behalf of the faculty to on-going discussions at that level.
8. At the September 17, 1979 meeting of the Council of Academic Deans, Acting Dean J. V. Reel proposed that classes be suspended during the hours of the inauguration ceremony on Friday, April 18, 1980. Following the Council's approval of the class suspension, Dr. Reel requested that I bring the matter before the Faculty Senate for the Senate's opinion, which I will do under New Business.

9. Because of Hurricane David, our earlier trip to the Experiment Stations was cut short. We were unable to visit the Edisto and Coastal Stations. Subsequent efforts to reschedule these visits during the current semester have met with little success; a number of conflicts have arisen. Therefore, we will visit the Edisto and Coastal Stations early next semester.
10. Dean Hurst is in the process of arranging a series of luncheon meetings between President Atchley and department heads. These will be set up on a college-wide basis--i.e., all the heads in Forest and Recreation Resources, followed by all the heads in Sciences, etc., with the meetings held in reverse order of size (from the smallest college to the largest).
11. A committee has been established by President Atchley to study the Clemson House/Highway 93 crosswalk problem. J. L. Strom, Director of Planning and Corporate Relations, Office of Development, will chair the committee. During the summer, additional improvements were made to the crosswalk, but additional studies and actions may be necessary to alleviate existing safety problems. Please contact Dr. Strom if you have comments.
12. The Advisory Committee met Thursday, September 13, 1979:
 - a. The Committee received copies of the faculty salary survey compiled by the Office of Budgets and Systems. (Additional copies will be made available by Dean Hurst's Office to all departments so that interested faculty members can see the results; the costs of printing the document have dictated such limited distribution of it for the present.) I urge you and all our colleagues to examine the report closely. If you find errors, problems with the format, etc., or have suggestions for improvement of the methodology, please send me a memorandum. After collecting your comments, I will compile them in a subsequent memorandum for Mr. Hickman and his staff for their consideration prior to next year's replication of the survey.
 - b. The Committee discussed the search/selection committee to be established by President Atchley for Dean of the University. The Committee directed me to seek more details from President Atchley about the membership of the search committee, which I have now done.
 - c. The Committee again directed me to discuss with President Atchley the continuing confusion over the transcript requirement. The result of my meeting with President Atchley is summarized in item 1, above.
 - d. The Committee set a time and place for hearing of an appeal brought under Regulations, Sections 8 and 9 of the Faculty Manual (pp 37-38) by a faculty member who has been dismissed from employment by the University.
 - e. The Committee decided to invite Mr. Bob Fuzy, President of the Student Body, and Mr. Jeff Anderson, President of the Student Senate, to address the Faculty Senate at our October 16, 1979 meeting. (Messrs. Fuzy and Anderson since have accepted our invitation.)

13. The Faculty Senate will be featured in the next issue of The Clemson World.

Respectfully submitted,

H. W. Fleming

With regard to item 6, President Fleming noted that the Faculty Senate Minutes will no longer be printed in the Newsletter, but they will be bound and kept in departmental offices. (Senators will still receive draft copies for approval). Instead, periodic and up-to-date alert bulletins will be issued to each department and agency summarizing Faculty Senate activities, resolutions, and opinions, along with other items of information from the administration. This system could be in place by November. Senator Rollin asked why the bulletins couldn't be sent to each faculty member instead of simply to the departments. President Fleming suggested that the matter be considered under New Business.

5. Old Business: Reports on Faculty Senate Committee counterparts with administrators will be published in the Minutes as they become available.
6. New Business: Senator Baron submitted FS-79-9-2 for consideration. Several minor friendly amendments were accepted. The resolution was moved and seconded.

FACULTY SENATE RESOLUTION
RECOMMENDATIONS FOR THE COMMENCEMENT EXERCISES
FS-79-9-2, September 18, 1979

Commencement exercises should be a high point in the student's career at Clemson, not merely the last point. They should also recall to all present the purpose for which the University exists.

To achieve those ends, the Commencement program should continue to center on the graduates so as to demonstrate to them, their families, and all interested observers the importance of Clemson's mission to educate students. Of equal importance, the ceremonies, by reflecting the best traditions of higher education in America, should demonstrate to students, alumni and friends the University's mission to increase knowledge and to disseminate it for the betterment of humanity.

These aims are best achieved by dignified ceremonies that honor the achievements of the graduates and remind the audience of the continuing role of the University in the life of the state and nation.

To accomplish these aims the Faculty Senate recommends the adoption of the following two-part graduation ceremony:

University Ceremony:

1. Processional - President's party, faculty, students
2. Invocation
3. President's remarks
4. Distinguished Speaker

5. Conferring of Degrees by College Deans
6. Awarding of Honorary Degrees
7. Special Awards
8. Benediction
9. Recessional - President's party, faculty

College Ceremony:

The graduates, faculty and dean of each college will reconvene for individual college ceremonies at which diplomas will be individually awarded. Each college will organize its own program for awarding diplomas and recognizing its graduates.

We recommend that the Spring Commencement be recognized as the principal graduation ceremony with appropriate emphasis given to this ceremony. However, we believe that if we are to continue to have December and August graduation exercises that these exercises must be similarly organized to provide a dignified occasion befitting the recognition we are according our graduates.

To provide appropriate balance and recognition for each of the commencement exercises, we recommend the following:

1. There will be faculty participation at each of the commencement exercises. A faculty member will attend one of the three graduation exercises every other year. Of the faculty participating in a given year, 80% will attend the May graduation with the remaining 20% equally divided between the December and August graduation ceremonies.
2. A member of the Board of Trustees should be invited to represent the Board at each commencement exercise.
3. An honorary degree or degrees will be awarded only at the May graduation subject to a policy to be established.
4. An invited commencement speaker will address the graduates at each graduation ceremony.

For the May graduation exercise a person from outside the University community shall be invited to give the commencement address. At the August graduation the President of the Faculty Senate shall deliver the commencement address. At the December graduation exercise the commencement address shall be given by the faculty member previously recognized as the outstanding teacher of the year.

We believe that the proposed graduation ceremonies will meet the objective previously cited. However, it must be understood that the expected dignity of the occasion can only be achieved if each and every participant conducts himself or herself in a manner befitting the occasion.

- - - -

A general debate ensued during which the following points were made:

- 1) The proceedings would begin in Jervey, but adequate facilities for separate college ceremonies are available.
- 2) Student input is not central to the issue because currently enrolled students have not yet suffered the vicissitudes of the more recent barbarities, and do not share the concerns of faculty members. Nevertheless, Senator Lambert has consulted with some student leaders, as President Atchley has proposed, and they indicated general support for the proposal.

- 3) There is some ambiguity as to which faculty will be required to attend what ceremonies, and who will enforce this. Further clarification is needed.

A motion to table was made by Senator Quisenberry and it was passed.

Senator Baron next sought the sense of the Senate concerning two proposals on Honorary Degrees: A - Grant one degree to the distinguished commencement speaker; or B - Grant one degree to the distinguished commencement speaker and multiple degrees to others who have served humanity. After several conflicting views were expressed and previous arcane policies of the University were described, it became apparent that there was no sense of the Senate as yet, and the proposal needed further clarification.

Senator Grubb submitted Resolution FS-79-9-1 and moved its adoption:

Resolution FS-79-9-1 (Original Version)

Whereas there is general agreement and common concern among students and faculty that the advising procedures presently used by many colleges and departments are inadequate and do not meet the needs of the students,

Whereas there are also additional difficulties imposed on students in having to declare early and immediately a major,

Be it resolved that a joint ad-hoc committee be established by the Student Senate and Faculty Senate to (1) study the present advising system and make recommendations for its improvement, (2) examine the feasibility and advisability of a College of General Studies or Tenth College concept, (3) submit separate reports, the first on advising no later than the October meeting of the Faculty Senate, the second on the Tenth College concept at a later date.

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He made the following observations: 1) There is already a move afoot by the Administration to change the advisement system; 2) The Admissions and Scholarship Committee has already consulted with the student leadership on this resolution; and 3) Since the Council of Deans will get the issue in November, we should move on it expeditiously.

President Fleming cautioned the Senate on being too easily pressured by University deadlines. Senator Baron then moved to separate the issues of advisement and the College of General Studies, raising questions about the need for the latter. After a general debate, the question was called. A majority approved the amendment to FS-79-9-1 as follows:

Resolution FS-79-9-1 (Amended Version)

Whereas there is general agreement and common concern among students and faculty that the advising procedures presently used by many colleges and departments are inadequate and do not meet the needs of the students,

Whereas there are also additional difficulties imposed on students in having to declare early and immediately a major,

Be it resolved that a joint ad-hoc committee be established by the Student Senate and Faculty Senate to 1) study the present advising system and make recommendations for its improvement, and 2) submit a report on advising no later than the October meeting of the Faculty Senate.

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The resolution was called and approved unanimously. The remainder of the resolution (pertaining to the College of General Studies) now became FS-79-9-3. After a spirited debate, it was defeated.

Senator Baron then proposed the creation of an ad hoc committee to review and prepare guidelines for all University teacher evaluations. Concern was expressed over the lack of uniformity between departments as to what was being evaluated. Other Senators preferred the inconsistency feeling that more bureaucratic strait jackets were not desirable. The question was called and the proposal was defeated.

Senator Baron then proposed that the Admissions and Scholarship Committee undertake to study the current practices concerning freshmen registration which he feels is poorly handled, resulting in the warehousing of unwilling freshmen into "free-elective" courses which they know not of. The Committee agreed to study the issue.

President Fleming convened the Committee of the whole for the purpose of debating a salutary letter to Mr. W. Harry Durham and Mr. W. Kelly Durham. (See Attachment D). After due consideration, the Senate was called back into session and approved the letter unanimously. It will be sent by the President.

President Fleming next addressed Item 8 of the President's Report with regard to Dr. Reel's proposal to suspend classes during President Atchley's inauguration. A motion to endorse the proposal was made, seconded and passed unanimously.

President Fleming then explained Item 2 of the President's Report, noting that the Senate could provide five members to the Selection Committee for a new academic Vice President by several methods. Senator Snipes moved that the Senate elect from its membership five members from colleges other than Agriculture or Engineering. After brief discussion, the motion was approved.

Senator Snipes then moved that one graduate student and one undergraduate student be added to the committee as non-voting members. The motion was seconded. Senator Baron proposed an amendment to the motion which would allow the students to vote. Debate then centered around two points: 1) Are student votes harmful or constructive; and 2) would the addition of students on the committee be in violation of the Faculty Manual. Discomforted by the wide disparity of views and supplemental issues generated by his motion, Senator Snipes withdrew his original motion which made Senator Baron's amendment moot.

Undeterred by the preceding events, Senator Baron moved that the Selection Committee have one graduate and one undergraduate student as voting members. After further debate on the issues previously raised, the motion was defeated.

President Fleming then presided over the election of the five faculty Senators to the Selection Committee, noting that no one college should have more than one member on the Committee and that nominations should be made from the floor. Those elected were:

Dr. Horace Fleming (Liberal Arts)
Dr. Bill West (Education)
Ms. M. A. Kelly (Nursing)
Dr. George Worm (IM & TS)
Professor Joe Young (Architecture)

Senator Rollin requested that President Fleming work toward a mass distribution of the proposed Alert Bulletin. After some discussion of the point, President Fleming agreed to pursue the idea with the people concerned.

Senator Coulter presented a report of the recent inspection tour of the Clemson Experiment Stations (See Attachment E) calling attention to concerns expressed by teaching and research staff at the stations.

The meeting adjourned at 6:00 p.m.

Respectfully Submitted,

E. M. Coulter

Edwin M. Coulter,
Secretary

EMC/lm

Enclosures

Members Absent:

Agricultural Sciences: A. R. Mazur
S. G. Turnipseed

Forest & Recreation Resources: D. L. Ham

Industrial Management & Textile Science: G. H. Worm (Substitute present - T. W. Zimmerer)

Nursing: M. A. Kelly (Substitute present - Ms. Lynn Hall)

Sciences: H. F. Senter

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A Tribute to Dean C. B. Green
Faculty Senate, September 18, 1979

As I am sure all of you are aware Claud Bethune Green, Dean of Undergraduate Studies at Clemson University, died on June 24, 1979, while recuperating from heart surgery. Dean Claud Green lived nearly all of his life in or near Clemson. He was born in Clayton, Georgia, on October 23, 1914, and maintained a home there, where on those rare occasions when he was able to escape his duties at Clemson, he was a gracious host to many of his Clemson friends. I am told that a local paper there once referred to him as "the educated mountaineer." I can testify that his many friends thought of him as a Southern gentleman in the best denotations and connotations of that term. He attended the University of Georgia and received there his B.A. and his M.A. in English. He earned his Ph.D. from Duke University in American literature under a great scholar in that field, Jay B. Hubbell.

Claud Green listed his scholarly specialties as Southern American literature, and American literature of the 19th Century. He was a superb teacher, and his Southern literature course here at Clemson was one of the most popular literature courses taught at Clemson University. His former students always spoke of him, as all of us hope our students will speak of us, with respect, with fondness, and with gratitude for having been taught something humanly important. He was also a very good literary critic and meticulous scholar, a publishing teacher at Clemson even when few in Liberal Arts were expected to publish. He is the author of John Trotwood Moore: A Tennessee Man of Letters, published by

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the University of Georgia Press in 1957, and of many articles in the fields of Southern and American literature. He had a fine critical intelligence and a graceful style. Nothing that Claud Green wrote was dull, a claim that few of us could make. He was always professional: a well respected and active member of learned societies and professional organizations in his scholarly specialties. He was the first Clemson professor among recent faculty to read a paper at the Modern Language Association, served as an officer in all his specialty groups at the South Atlantic Modern Language Association, and as President of the Southeastern American Studies Association, and he was a charter member of the Society for the Study of Southern Literature. He was appointed Senior Fulbright-Hays Lecturer in American literature at the Universities of Sydney and Adelaide, Australia, during 1956. Claud Green had the kind of professional visibility that brought credit to Clemson University. I remember well my major professor saying nineteen years ago when I was offered a job at Clemson, "It must be all right if Claud Green teaches there."

Claud Green served Clemson long and well from 1940-1979, both as a teacher and an administrator. He rose in ranks from Instructor to Professor of English from 1940 to 1953. He served as Director of Summer Sessions at Clemson from 1962-68, as Assistant Dean of the University from 1968-70, and Dean of Undergraduate Studies since 1970.

He was graceful in his writing style and in his life style, courteous, kind, compassionate, graced by a sense of humor. All

of us who knew him will miss him. All of us who teach at Clemson University are in his debt.

Richard J. Calhoun

Alumni Professor of English

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For Information Only

FS-79-3-4

WHEREAS, the original reasons for institution of the policies allowing reexaminations for deficient grade point ratio and for an F received the last semester of the senior year no longer exists.

BE IT THEREFORE RESOLVED that the practice of reexamination for an F received the last semester of the senior year and reexamination for deficient grade point ratio (as described in paragraphs 4 through 7 of page 48 of Clemson University Announcements 1978/1979) be abolished.

To a committee
for review.

OSCAR LOVEACE 7260 D322 JOHNSTONE
HALL

Benton Box

Tabled 9/7/79 15 C
Undergraduate 93
Council



STUDENT GOVERNMENT

RESOLUTION NO. R-78-79-52
1978-1979 Clemson University Student Senate

Date Submitted 1/29/79
Date Approved 2/6/79

TEACHER EVALUATIONS

WHEREAS, much emphasis is put on grades here at Clemson, at other universities, and in the search for employment, and

WHEREAS, teaching techniques and grading systems differ from professor to professor, and

BE IT RESOLVED by the Clemson University Student Senate in regular session assembled the following:

- I. That a uniform teacher evaluation by the students be required by every professor each semester.
- II. That these evaluations be conducted in each classroom and that the professor be required to leave the room during the evaluation and appoint one student to turn these evaluations in to the head of the department immediately after the evaluation is completed.
- III. That these evaluations include some room for additional student comment.
- IV. That Department Heads review these evaluations and communicate in written form a summary of student evaluations.


Jeff Anderson
Student Senate President

Copies to:

Dr. R. C. Edwards
Dean Walter T. Cox
Dean George E. Coakley
Dean Susan G. Delony

The Tiger
WSBF
Dean K. N. Vickery
Dean Claud Green
Dean Victor Hurst

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CLEMSON
UNIVERSITY

FACULTY SENATE

September 18, 1979

Mr. W. Harry Durham
Mr. W. Kelly Durham
University Communications Center
Clemson University
Clemson, S. C. 29631

Dear Messrs. Durham:

The Faculty Senate notes with great pleasure the special citation you have received from the Council for the Advancement and Support of Education for your slide/tape production, "The Years Ahead."

This award represents significant personal achievement. It also reflects a great credit upon Clemson University and the programs at Clemson which you continue to represent in a superior manner.

We congratulate you upon this singular honor.

Sincerely,

Horace W. Fleming, Jr., President
For the Faculty Senate

HWFJr:ak

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Summary of the Inspection Tour of
Clemson Experiment Stations
September 4&5, 1979

Visitors: Dean Victor Hurst
Dean Cecil Godley
Dr. Wayne Odell
Dr. Horace Fleming
Dr. Edwin Coulter

Places Visited: Sand Hill Station near Columbia;
Pee Dee Station near Florence;
Hurricane David

- I. Sand Hill: The visiting group met with Dr. Carl E. Boyd, director of the Livestock-Poultry Health Division at 10:30 a.m. on September 4. They were briefed on the work, organization and budget of the Division. No major problems were apparent. A tour of the facility followed.

The group next had lunch with Dr. Boyd and the extension and research staff of the Experimental Station. Following lunch, the administrators left, and Dr. Fleming and Dr. Coulter interviewed the staff. Copies of the Faculty Senate minutes for May, June and July were distributed along with the new Employees' Handbook. The staff was briefed on the increased effort to make the Faculty Senate more representative, on President Atchley's current efforts toward improvements of salaries and benefits, on the current (confused) situation with regard to grievance procedures, on the evolution of the faculty evaluation forms, on the status of the faculty constitution, and on the current effort to redefine admission standards. Particular stress was placed on improving communications between the Faculty Senate and the extension staff. It was resolved that copies of the Senate minutes would henceforth be made available to Dr. Jimmy K. Golden, superintendent of the station, for distribution to the staff.

A general discussion with the staff developed the following points and observations:

- the station needs to expand its extension activities so that it becomes more than simply an "agricultural station." Future growth along these lines demands more personnel and new programs relating to "continuing education" for agriculturalists in the state. Short courses in diverse locations should be encouraged.

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- In order to evolve a full research program, the station needs additional staff in plant sciences: plant pathologists; entomologists and soil scientists. The staff lacks an interdisciplinary infrastructure.
 - New vacancies occurring in the College of Agricultural Sciences, involving skills relevant to Extension Stations, should be directed to the Stations.
 - Station efforts in peach and pecan growing should be better advertized.
 - There is a constant problem in communicating with Department Heads who are located at Clemson and who tend to dilute the authority of supervisors and other decision-makers on station, especially with regard to their desire to coordinate research policy, supply and equipment priorities and purchasing. The problem is most severe when there are joint research and extension equipment proposals. These often break down because of divided lines of communication. In connection with this, the higher levels of administration are also too fragmented, especially when the station employee is unsure of the specific responsibilities of the Extension Directors, Graduate Deans, and College Deans.
 - There is a need for an itinerate computer programmer so as to increase the utility of terminals available to research staff.
 - The staff would like to see someone at Clemson establish liaison with state agency people in order to spot funding programs relevant to extension and research activities. We spend too much time relating to the legislature and not enough to the executive agencies.
 - A complaint was registered with regard to the inability of extension workers' children to compete for awards in 4-H Club activities. The request was made to change the South Carolina rules as interpreted by Admiral McDevitt, which have created this discrimination.
 - A "wrap-up" session with administrators followed during which time several of the issues discussed above were explored further. The visiting team left at 4:30 p.m. after a tour of the facility.
- II. Pee Dee Station: At 8:15 a.m., September 5 the visiting group met briefly with the South Carolina Experiment Station Research Staff and the Clemson Cooperative Extension Service Staff. After the administrators retired,

Drs. Fleming and Coulter gave a similar briefing to the one given the previous day at Sand Hills. Minutes of the Senate and the Employees' Handbook were also distributed. It was resolved that current copies of the Senate minutes would be sent to Drs. Pitner and Albrecht for further distribution at the Station. The discussion with staff personnel covered the following points:

- It is too difficult to follow-up Blue Cross claims by consulting long distance with Mr. Herron's office. Some intermediate line of communications needs to be established. Some person on campus needs to play an advocacy role here.
- Some study of the possibility of an HMO (Health Maintenance Organization) Program might be undertaken by the Welfare Committee if Blue Cross benefits continue to deteriorate.
- Under the present state purchasing system, the station is losing money, suffering time delays and getting inferior products. This needs to be studied.
- Library facilities are extremely weak and a computer terminal, together with an itinerate programmer is needed. In addition, graduate students should be made available for short-term, on-campus reference research for extension faculty.
- Tuition reductions at Clemson for dependents of extension employees should be made available. (FAT CHANCE!)
- Green staff parking stickers should be made available to extension Station employees so they can hunt for non-existent parking places with the rest of us when they are on campus.
- Current per-diem rules (which reduce the amount of money payable for lunches) discriminate against Extension employees whose main off-station meal is lunch, due to their work schedules.
- Dental health benefits should be included in any expanded fringe benefits package.
- Clemson should consider establishing continuing education centers off-campus as well as on-campus. This would make the University better known and meet public service needs.
- Football tickets for special games should be given to faculty members on a first priority basis.

After the all-party wrap-up session, the visiting party toured the new site now under construction, noting especially the work being done on tobacco, cotton, soybeans and corn.

- III. Charleston and Edisto Island: Because of the vicissitudes of Hurricane David, which the visiting party endured at Florence, the trip southward to Charleston and Edisto Island was postponed until a more salubrious time. The party returned to Clemson at 5:00 p.m., September 5.

Edwin M. Coulter
Secretary of the Faculty Senate

MINUTES OF THE FACULTY SENATE

October 16, 1979

Senate Chamber

1. Call to Order

The meeting was called to order by President Fleming at 3:30 p.m.

2. Approval of Minutes

The Minutes for September 18, 1979 were approved as written.

3. Introduction of Special Guest

President Fleming introduced Mr. Jeffrey M. Anderson, President of the Student Senate, who made a brief presentation to the Senate. He indicated that both Senates share the same basic goals although our respective views may differ at times. He expressed a desire for closer communication and cooperation in the future. He briefly discussed the Student Senate's work on the following issues:

- A. The establishment of an inter-Senate Working Committee
- B. Student representation on the Committee to select a new Academic Vice-President
- C. The student advisory system
- D. The "Tenth-College" concept
- E. Football bowl tickets
- F. The textbook situation at Clemson
- G. The drop-date issue and
- H. Commencement exercises

Mr. Anderson expressed optimism about the coming year, the quality of Student Senators, and the prospects for inter-Senate cooperation.

There was a brief discussion between Mr. Anderson and members of the Faculty Senate of the proper role of students on academic selection committees.

Senator Rollin suggested that since the Faculty Senate had demonstrated little enthusiasm for the "Tenth-College" concept, the Student Senate might study the issue and communicate its findings to the Faculty Senate. Senator Snipes demurred, characterizing such a concept as a "virilant bacteria" capable of growing into monstrous proportions.

4. Committee Reports

(A) Admissions and Scholarship Committee:

The Admissions and Scholarship Committee held its monthly meeting on October 9. The entire meeting was devoted to the admissions question. Dean Vickery and Mr. Mattox, Director of Admissions, appeared to discuss the complexities of the admissions process. From this discussion, the following information emerged:

The freshman class consists of 2550 students. There are 1700 dormitory spaces available, for which 3100 dormitory applications were taken by October when the dormitories were declared filled (there were 4,000 applications for dormitory rooms by January). Of these 3100, one out of four were eventually turned down. Dean Vickery pointed out that while there was a great demand for the 1700 places, there was not as much demand for the other 850 places, although the standards are identical. (It took, for example, 2300 applications to get 850 students.)

The question was raised whether the present system confuses housing with admissions. Dean Vickery and Mr. Mattox assured the committee that this was not the case, that housing and admissions are indeed separate. However, it was then asked whether by filling the dormitories so early, we are not shutting out housing to those who apply later and thereby causing us to miss some of the best students. Mr. Mattox indicated that of those informed that dormitory space was no longer available, 740 did not respond, evidently having lost interest in admission to Clemson as a result; 98 of these had S.A.T. scores of 1100 or more, roughly 10 %. Dean Vickery pointed out that some schools guarantee housing to incoming freshman; that is, they accept first and then worry about housing, generally at the expense of upperclassmen. He suggested that this would be unpopular and controversial here with undergraduates.

The admissions pool is based on predicted G.P.R., which is figured according to 55% class rank, 45% S.A.T. (letters of recommendation, although solicited, evidently do not figure at all). There are three equations used for the formula to decide the predicted G.P.R., which have been derived from how students performed in the past. There are different equations because the disciplines within the University are different. The formula for each college is determined by the character of its curriculum; it is not, as some believe, decided unilaterally by the Admissions Office. As for the applications themselves, although the pool is compiled by the computer, applications "are seen" by at least two people. Dean Vickery estimated that the following predicted g.p.r. will yield a class of 2500:

2.1 S.C. applicants

2.2 Out of state

A predicted g.p.r. of 2.5 or higher is automatically accepted, as early as October when dormitory applications are taken.

Some concern was expressed about the double standard that exists in the S.A.T. requirement of incoming freshmen, but not of transfer students. Mr. Mattox said admissions policy for transfer students needs to be less rigid and more diverse, that there is a need for "more discretionary power" here. We accept transfer students with a year of college at accredited institutions with a 2.3 grade average. Mr. Mattox insisted that a S.A.T. requirement of transfer students is little done, and that it would meet a lot of opposition from students and other colleges.

Finally, when asked for their opinion on whether the Admissions Office should be moved administratively to Academic Affairs, Dean Vickery explained that 51% of schools nationally have it in Student Services as we do.

Our next meeting will be Tuesday, November 6, at 3:30 in Room 411 Strode Tower. At that time we will sift through this information and try to arrive at some recommendations for changes in the present admissions policy.

Respectfully submitted,

Alan Grubb, Chairman

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Admissions and Scholarship Committee

The following have been designated as our administrative counterparts:

Kenneth Vickery, Dean of Admissions and Registration

William Mattox, Director of Admissions

Reginald Berry, Registrar

Marvin Carmichael, Director of Financial Aid

Arnold Schwartz, Dean of Graduate Studies

Jerome Reel, Acting Dean of Undergraduate Studies

Corinne Sawyer, Chairperson, Honors Council

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A discussion followed concerning the relationships among admission standards and class rank, the size of schools, the quality of schools, the senior year of high school and transfer students. Senator Edie suggested that students be included in further committee consideration of these issues.

Senator Grubb also noted that the issue of scheduling first-semester freshmen without their approval had been discussed with Mr. Berry, the registrar, but not yet with Mr. Fleming at the Computer Center. Mr. Berry has indicated that there is some student choice in the form of preference cards signed during the summer, but he was unsure of the overall effect this had on actual course selection.

Senate discussion centered on the issues of special standards for athletes and the waiver of SAT score requirements for transfer students.

(B) Policy Committee:

Policy Committee Report, October 16, 1979:

The Faculty Senate Policy Committee held three meetings during the past month. The Committee has met with Dean Hurst to discuss the current use of the title "Adjunct Professor", and to receive information about evolving University needs in terms of various faculty positions, position titles, and tenurable positions.

The meeting with Dean Hurst resulted in considerable discussion and has provided several proposed recommendations to the Senate from the Policy Committee.

The recommendations concern:

1. Adjunct Professor - The position currently is used to designate persons of special talent or position who provide services to the University on a non-remunerative basis. The position as defined by the Faculty Manual may be designated either "Adjunct Professor" or "Adjunct Associate Professor". The person recommended for appointment should have credentials and experience comparable to similar faculty positions.

(a) Committee Recommendation:

That the Faculty Senate seek redefinition of the position title "Adjunct Professor", and that only this one title be used to designate persons who serve the University in unique ways on a regular but non-remunerative basis.

(b) Committee Recommendation:

That the University review the listing of Adjunct Professors, Adjunct Associate Professors and other titles currently used to recognize persons that contribute in similar ways and make necessary changes.

(c) Committee Recommendation:

That the Senate work with Dean Hurst's office to develop guidelines for nominations, appointments, and communications concerning the faculty title "Adjunct Professor".

(d) Committee Recommendation:

That the Senate advise Dean Hurst that the use of the title "Lecturer" not be used in place of the Adjunct Professor titles.

2. Faculty Position Titles:

The current use of various faculty titles does result in considerable confusion and often tends to generate special titles for one or more positions, current faculty listings were not readily available, but the 1979-80 Announcements showed fifteen different titles: Professor, Visiting Professor, Alumni Professor, Visiting Alumni Professor, Adjunct Professor, Associate Professor, Visiting Associate Professor, Adjunct Associate Professor, Assistant Professor, Visiting Assistant Professor, Lecturer, Visiting Lecturer, Visiting Part-time Lecturer, Instructor, and Visiting Instructor.

(a) Committee Recommendation:

That the Faculty Senate seek consolidation of some faculty position titles: That the positions currently listed as "Visiting Lecturer" and "Visiting Part-time Lecturer", be retitled "Lecturer" in recognition that all such positions are intact considered short-term or part-time appointments.

(b) Committee Recommendation:

That the Faculty Senate seek redefinition of the "Instructors" position as it appears in the Faculty Manual. That the Instructors title be recognized as a "faculty position" and after 1981 be a faculty position in which a person may earn tenure. (Current descriptions includes

the "Instructor" when describing membership in our faculty but excludes this position from award of tenure).

The Policy Committee will continue to work on the problems associated with various definitions of faculty titles and provide assistance to Dean Hurst's office as requested. The use of faculty assigned to various titles does vary from department to department. The various limits on the use of "visiting" staff are not well organized and difficult to find. Therefore these faculty often find that violations of certain University policy or procedure has resulted from their action.

The Policy Committee Chairman has received an inquiry as to the policies and procedures concerning the postal service on the Clemson University campus. The problem of a long delay between pickup and exit from campus, change from First Class to Book Rate, etc., and reported lost mail has resulted in our request for a copy of standing University policy concerning mail service.

The next meeting will be held at 3:30 p.m., October 23, in Room 101 Freeman Hall.

Respectfully Submitted,

W. E. West, Chairman
G. Worm
H. Webb
R. Rollin
J. Komo
J. Dick
D. Snipes
M. Armistead

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Senator West noted that he would make a motion to have the recommendations encompassed by the report voted on as policy recommendations from the Faculty Senate, under new business. He noted further that Item I (A) on Page one included such people as ROTC Instructors and Lecturers on special technologies. a general discussion ensued aiming at clarification of the report.

(C) Research:

Research Committee Report of October 16, 1979:

The Research Committee met on October 15. Items discussed included the Ad Hoc Committee on Research Funding and the proposed copyright policy. By mutual agreement of the members of the Research Committee, Keith McDowell has agreed to be chairman of the Ad Hoc Committee on Research Funding.

Work on the copyright policy is continuing. The Research Committee hopes to complete changes in the policy in December, and to present to the Senate the revised proposed copyright policy in January.

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Bill R. Smith, Chairman

Senator Smith elaborated on the report by noting that Mr. Darrell Hickman is not involved in a study of research funding as thought by some Senators.

Senator Turnipseed noted that an Ad Hoc Committee is needed because of the paucity of current support efforts by the existing office of University Research. The Committee should study how more successful efforts are achieved at other institutions. He indicated that Ad Hoc Committee efforts should be coordinated with President Atchley's attempt to secure more outside funding for University activities.

Senator Burt reported that in the meeting between President Atchley and the College of Sciences Senators, a suggestion was made to create a Vice President for Research to establish liaison between the University and funding agencies and expedite the transmittal of proposals.

Senator Turnipseed suggested the inclusion on the Ad Hoc Committee of a dean or department head in order to "tell it like it is." President Fleming indicated that he envisioned a broad committee.

(D) Welfare:

Senator Baron reported that he had invited Mr. Robert L. Fuzy, President of the Student Body, and Mr. Jeffrey M. Anderson, President of the Student Senate to discuss the commencement issue which will be studied next month. He announced that the motion on Commencement which was tabled in September will stay on the table until November.

(E) Ad Hoc Committees

Senator Kimbell reported that the Ad Hoc Committee on Student Advisement has decided to pool its efforts with similar efforts by the Undergraduate Council led by Judy Melton. He also indicated that an effort would be made to gain student input. A joint meeting of all interested parties will be held soon and current efforts are being directed at collecting and preparing data.

Senator Thompson reported that the Ad Hoc Committee to plan a reception for the Board of Trustees in January has gained access to the Alumni Center and that there will be a more complete report later on.

President Fleming indicated that President Atchley has received queries about Clemson's textbook policies, and that he was appointing to a Faculty-Student Committee to study the question the following Senators: Kimbell, Kelly, Lambert, and Schindler. They have met with their student counterparts and will prepare a written report in the near future. Faculty Senate discussion ensued over the issues of royalties and the use of locally-written books on other campuses.

(F) University Councils and Committees

Senator Baron reported that a sub-Committee of the Undergraduate Council on the dropping of re-examinations for F's and grade-point deficiencies has agreed with student complaints about seniors being hurt, should the Senate's Resolution FS 79-3-4 be approved. He announced his intention to offer an amendment to that resolution under "old business."

Senator Webb reported on a meeting of the Athletic Council which discussed the inability to form a coed fencing team, the problem of travel arrangements, and the TV coverage of the Clemson-Maryland game. When asked if Title IX had been discussed, he indicated that it had, "in a broad way."

5. President's Report - October 16, 1979:

1. On August 8, 1978, the Attorney General issued an opinion which states that faculty members, once they have completed six months of satisfactory service at an institution of higher education, become permanent employees just like classified employees and, therefore, have the right to appeal grievances to the State Grievance Committee under S. C. Code Section 8-17-30, as amended. This ruling by the Attorney General has the effect of substantially modifying--if not changing entirely--the concept of "tenure" as we define it. Rather than be considered probationary employees until obtaining tenure, all faculty members under these circumstances have the equivalent of tenure after six months of satisfactory service (including visiting faculty hired for stated periods of time).

On August 6, 1979, the Attorney General issued a second opinion on the subject in which it was held that, since faculty members become permanent employees after six months of satisfactory service, they can be dismissed thereafter only for cause. In this and his previous opinion, the Attorney General relied upon interpretations by his office of the State Personnel Rules and Regulations. However, it is clear that those rules and regulations were written with classified employees in mind and without much thought, if any, to their impact on faculty at state colleges and universities.

Recently, a bill was introduced in the General Assembly (H. 2680) to exempt faculty from coverage under S. C. Code Section 8-17-30. This measure has the support of the Faculty Senate of the University of South Carolina, as well as the executive officers of several state colleges and universities. President Atchley has gone on record as supporting the exemption.

Currently, if a tenured faculty member is notified of his/her dismissal at any time, or if a non-tenured faculty member is notified of his/her dismissal before the end of a specified contract term, either faculty member has the right to a hearing before the Advisory Committee of the Faculty Senate and may appeal any adverse decision the Advisory Committee may render all the way to the Board of Trustees before the dismissal becomes final. Once that appeals process has been exhausted and the dismissal does become final, the faculty member has the right to file a grievance under the University Employee Grievance Procedure and appeal his case all the way to the State Grievance Committee. Faculty members can, in lieu of appealing to the Faculty Advisory Committee, let the notification of dismissal be treated as final and immediately file

President's Report
October 16, 1979
Page Two

a grievance under the University Employee Grievance Procedure. In other words, the faculty member can elect to appeal under either process or use both appeal processes by appealing to the Faculty Senate Advisory Committee first and exhausting that remedy and then filing a grievance under the University Employee Grievance Procedure.

If H. 2680 is passed, it is the intention of the administration of Clemson University to require all faculty members who are aggrieved because of their notification of dismissal or termination to use the appeals process as stated in the Faculty Manual if they want to appeal their pending dismissal or termination. Such faculty members probably would be excluded from filing a dismissal or a termination grievance under the University Employee Grievance Procedure. It is President Atchley's feeling that present provisions of the Faculty Manual governing this subject are adequate protection for faculty, especially since we are allowed a hearing before our peers. If H. 2680 is enacted, it would be made clear to faculty members that grievances relating to termination and/or dismissal would continue to be heard by the Faculty Senate Advisory Committee. Other grievances would be heard through the University Employee Grievance Procedure. But faculty members would be informed that we could no longer appeal any grievance to the State Grievance Committee. The decision reached at the University level would be final.

2. The State Personnel Division now requires that all state agencies formulate and impose a "progressive discipline policy" to cover their employees. A progressive discipline policy sets forth particular offenses and establishes increasingly harsher penalties for subsequent violations of the same nature. President Atchley opposes this requirement, but it appears that he has little choice but to conform to this requirement. Thus, the Cabinet will receive a draft policy from our own Personnel Office within the next month. I will keep you informed of these developments.
3. President Atchley has given his support, at our request, to a proposed amendment which would change the current pre-retirement death benefit provisions of the State Retirement Law. As you know, Section 9-1-1660 of the S. C. Code requires that an employee who dies in active service before retirement must have
 - (a) attained age 65, or
 - (b) completed 30 years of creditable service, or
 - (c) attained age 60 and completed 20 years of service.

Otherwise, the only benefits the employee's beneficiaries/dependents receive are the employee's \$3000 free life insurance,

President's Report
October 16, 1979
Page Three

his/her own contributions to the state retirement fund plus interest at the rate of four percent. State contributions to his/her retirement fund/account are withdrawn and retained by the state.

Certain members of the General Assembly have expressed a willingness to prefile a bill which would change the 30 year provision under option (b) above to 15 years and allow beneficiaries/survivors of the deceased employee to receive a prorated pre-retirement death benefit after accumulating at least that amount of service.

President Atchley has communicated his support of such a measure to President Holderman of the University of South Carolina and has asked that the matter be placed on the agenda of the Council of Presidents. He will also communicate with key individuals in the state to help effect this important change in the retirement law.

4. President Atchley has asked--partly at our request--that the availability of Fike Recreation Center to faculty and staff (as well as their guests) be reexamined. He has asked Vice President Walter Cox to review the matter. President Atchley specifically favors development of a "free" access period, perhaps during mid-afternoon hours, for faculty and staff. This would be at a time when most students are in class and do not typically use Fike.
5. The Cabinet is considering various locations on the campus where the National Council of Engineering Examiners might be housed. The NCEE might be given a parcel of land on which to construct or lease facilities, thus keeping this important body in the immediate area. I will keep you informed of the progress of these discussions.
6. A proposal has been placed before the Cabinet which would allow banks in the community to locate 24-hour banking machines on the campus. The site tentatively chosen is that open area just across from the Trustee House and to the left front (facing) Johnstone Hall. Plans for such a facility are still in the discussion stage.
7. The Campus Names Committee has recommended--and the Cabinet has approved--the name "Calhoun Court" for the new planned student housing on East Campus. The name honors Patrick N. Calhoun, Clemson graduate, former Life Trustee, former President of the Alumni Association and the Clemson University Foundation, now deceased.

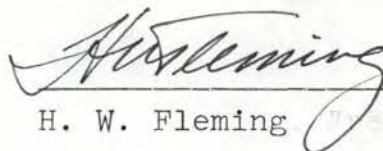
President's Report
October 16, 1979
Page Four

8. On September 20, the Cabinet received a report from the University Ad Hoc Group Life Insurance Committee showing that during the year ending April 30, 1979, premiums in excess of claims and expenses amounted to \$97,717. Retention of the full amount as a contingency reserve for future stability of the program was approved. Funds will be left on deposit with Prudential Insurance Company at the current rate of 7⁵⁵/₈ percent. The Cabinet expressed appreciation to the Ad Hoc Committee for their work in reviewing the program.
9. I have talked further with Ms. Beulah Cheney, University Publications Editor, concerning distribution of the Senate bulletins, beginning in November. I am pleased to report that there will be distribution of these bulletins by her office to all faculty and staff on an individual basis, which was our preference.
10. On Thursday, September 27, I accompanied our Board of Trustees, President Atchley and Vice President McDevitt to the University of South Carolina for a joint meeting of the two boards. While on the University campus, I visited with my counterpart, Professor Charles Coolidge, Chairman of the Faculty Senate, University of South Carolina. You have received a letter which I subsequently addressed to him proposing that a larger conference of faculty senate leaders in all state colleges and universities be planned for early 1980. The purpose of such a conference would be to exchange information on issues and problems of common concern. In the interim, Dean Hurst and I have been invited to meet informally with Professor Coolidge and the Provost of USC to address some of these topics. I will keep you advised of plans for this meeting and any conference idea that may develop further.
11. The appeal from dismissal previously filed by a tenured faculty member with the Advisory Committee has been withdrawn.
/See President's Report, September 18, 1979, page 5, item 12d.
12. The Search Committee for Provost of the University has been enlarged to include faculty from the colleges of Sciences and Forest and Recreation Resources. Senator West has been elected to chair this committee. (A request from the library faculty to have one of their number added to the committee was declined by President Atchley.)
13. On Tuesday evening, October 9, I attended the Student Government Banquet and spoke briefly, on behalf of the Senate, to those in attendance.
14. On Saturday, October 13, I participated in the Student Government Workshop.

President's Report
October 16, 1979
Page Five

15. The University Self-Study by the Southern Association of Colleges and Schools is scheduled for 1980-81. According to Dean Hurst, a director will be named in December, 1979; a University Self-Study Committee will be appointed in the spring of 1980; the bulk of the work will be completed by departments and colleges in the fall semester 1980-81; and reports will be written during the second semester of 1980-81. A report will be submitted to SACS in the summer 1981, and the team visit will be scheduled for the fall semester 1981.
16. The Board of Visitors will arrive on campus Sunday, November 4, 1979.
17. Vice President Thompson, Dean Hurst, Dean Box, I and others will visit Hobcaw Barony October 24-25.

Respectfully submitted,


H. W. Fleming

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Spirited discussion of Item I ensued focusing on the meaning of the Attorney General's opinion, the lack of awareness by the State Personnel Division of what faculty positions are like, the effect on "visiting" professors, and whether we are really losing anything in this situation.

With regard to Item 7, Dr. Fleming noted that the Board of Trustees will make the ultimate decision.

With regard to Item 8, Dr. Fleming noted that the Cabinet mistakenly assumed that it was supposed to decide what to do with the surplus, but actually the decision should, and hopefully will, be made by the insurees. The Senate discussed the pros and cons of dividends versus premium protection. Senator Howard noted that the insurance was sold on the basis of dividend returns.

President Fleming also reported, as information, two Student Senate resolutions - one on a Working Committee between the two Senates (see Attachment A) and the other on student committee representation (see Attachment B).

Senator Rollins asked, with regard to Item 4, whether provisions would be made for faculty spouses and children? Dr. Fleming reported that this would be considered. In response to another question, he noted

that Summer Camp use of the facilities was not discussed.

6. Old Business:

With regard to last month's inquiry into the status of faculty evaluations, President Fleming asked if there were any problems relating to sufficiently early consultation between faculty and department heads. A desultory debate revealed some problems in the College of Nursing which will either be pursued through channels or else investigated by the Welfare Committee which would really rather not, according to Senator Baron.

President Fleming announced that the University-wide student evaluations will take place on November 12. This was greeted with less than universal enthusiasm by the Senators.

Senator West reported that the Search Committee for a University Provost had added representatives from every College and division except for the Library, that the Committee had been getting organized, and that it is drafting an official announcement of the opening. The precise job description has not been completed, but the title will include the word "Provost" and the person named will be able to act for the President. Student participation will be solicited.

Senator Baron proposed the following amendment to FS-79-3-4:

FS-79-3-4

WHEREAS, the original reasons for institution of the policies allowing reexaminations for deficient grade-point ratio and for an F received the last semester of the senior year no longer exists.

BE IT THEREFORE RESOLVED that the practice of reexamination for an F received the last semester of the senior year and reexamination for deficient grade-point ratio (as described in paragraphs 4 through 7 of page 48 of Clemson University Announcements 1978/1979) be abolished.

Motion to Amend FS-79-3-4:

WHEREAS, the policy for allowing reexamination for deficient grade-point ratios provides some individual students an advantage with respect to their colleagues; and

WHEREAS, the policy is an imposition on the faculty member being required to provide the reexamination;

BE IT THEREFORE RESOLVED that the practice of reexamination for deficient grade-point ratios (as described in paragraphs 4 through 6 of page 52 of Clemson University Announcements 1979/1980) be abolished.

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Debate centered on whether this was for "less viable" students or marginal students and whether the Senate could amend a resolution already before the Undergraduate Council. The Faculty Senate, like the British Parliament, can apparently do anything it wishes, procedurally, except make a man into a woman. The question was called, and the amendment was passed.

7. New Business:

Senator West attempted to have the Senate approve the resolutions contained in the Policy Committee report (above) as a policy recommendation from the Senate. A semantical debate ensued concerning the murkier aspects of "honor" and "public relations" which was more confusing than enlightening. A motion to re-commit the question to the Policy Committee for further study was made by Senator Burt. It was approved.

A motion was made by Senator Rollins to have the Advisory Committee appoint a three-person Ad Hoc Committee to study and make recommendations concerning the "Proposals for Improved University Governance" (See Attachment C). The motion was approved.

Senator Coulter introduced FS-79-10-1 and moved its adoption.

FS-79-10-1

WHEREAS the division of faculty representation on the proposed University Council between Senators and non-Senators tends to dilute the strength, and representative function of the Faculty Senate and introduces possible fragmentation of faculty interests as a whole; and

WHEREAS the President is on record as desiring that the representative function of the Faculty Senate "not be affected" by future administrative actions; and

WHEREAS second and third-year Senators should be more than competent to serve one-year terms on the Council by virtue of their experience in faculty governance;

THEREFORE be it resolved that the Faculty Senate urges changing the make-up of the proposed University Council to include Faculty Senate representation from each of the Colleges, those members being elected by the Senate in April to serve one-year terms each, and that the College from which the President of the Faculty Senate is chosen, also be represented in like manner by a regular Senator.

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The discussion revealed general support for both the concern expressed by the resolution and the basic proposal with regard to faculty representation and selection. However, a motion to table was made in order for the Ad Hoc Committee already created (above) to deal with the matter in the course of its deliberations. The motion to table was approved. A consensus was evident that President Atchley was not giving enough time for a proper response to the proposals for improved faculty governance.

Senator West introduced FS-79-10-2 and moved its adoption.

FS-79-10-2

Resolution:

WHEREAS the University has created a council and committee structure for advising the University Administration on certain Policy areas, and

WHEREAS the functions and functioning of the University's Councils and Committees does vary from year to year, and

WHEREAS the University's needs for advice in policy areas does vary from year to year, therefore

BE IT RESOLVED that the Faculty Senate initiate a study through the Ad Hoc Committee of the minutes for all University Councils and Committees that include faculty participation (see Faculty Manual pages 22-32), that will provide data for Senate recommendations concerning future University councils or committees listing.

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Whereas it was noted that the proposed University Council might make this action redundant, it was agreed that the need to study this problem is real and the University Council is not guaranteed, therefore, the resolution was passed.

Senator West then introduced FS-79-10-3 and moved its adoption:

FS-79-10-3

Resolution:

WHEREAS the present tenure policy relegates certain individuals to second-class faculty citizenship, for they are "permanent" but non-tenure-track professionals, and

WHEREAS the present policy is not in the best interests of individual instructors as it may (and has) served to impede such individuals' professional careers, and

WHEREAS the present policy is not in the best interests of the University because it allows decision-making to be indefinitely postponed and can encourage the retention of less professionally qualified and successful faculty,

THEREFORE BE IT RESOLVED that the Faculty Manual (page 34) be amended to read "Faculty with the rank of Instructor or higher and professional librarians are eligible for tenure.", and Faculty Manual (page 35) be amended so as to drop the phrase (line 5), "and above the rank of Instructor," so as to require that the seven-year maximum for tenure consideration be applied to all faculty rank, and

BE IT FURTHER RESOLVED that the amended faculty manual provision become effective July 1, 1981.

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A spirited debate revealed the enormous complexity of the problems addressed by the resolution. Further, the whole issue may have been mooted by the S. C. Attorney General's ruling cited in the President's Report (See pages 7-11 of these Minutes). Therefore, a motion to table the resolution was introduced and passed.

A motion to involve faculty in the discussion of the uses of the University's recreation facilities was made by Senator Grubb. It was withdrawn in lieu of a proposed study by the Welfare Committee which will be directed toward the inclusion of Faculty Senate input into such decisions.

8. Announcements:

The Advisory Committee will meet at 1:25 p.m., Thursday in Room 411 Strode.

The President commends the "Faculty Forum" organized by the Rev. Sidney Hall of the BSU to all faculty.

9. Adjournment:

The Senate adjourned at 6:17 p.m.

Respectfully Submitted,

Edwin M. Coulter

Edwin M. Coulter
Secretary

Members Absent: None

EMC/lm

Enclosures



STUDENT GOVERNMENT

RESOLUTION NO. R-79-80-12

1979-1980 Clemson University Student Senate

Date Submitted 10/4/79

Date Approved 10/8/79

WORKING COMMITTEE BETWEEN TWO SENATES

WHEREAS, a working committee could allow both senates to be less biased, and

WHEREAS, the committee would only be advisory and not policy making, and

WHEREAS, there are presently three issues that should be discussed jointly, the drop period, the Dean Hurst replacement committee, and the graduation ceremonies procedure,

BE IT RESOLVED, by the Clemson University Student Senate in regular session assemble the following:

That a standing committee be set up between the faculty and student senators with co-chairman, one from each, to discuss resolutions that are of mutual interest.

Jeff Anderson

President of the Student Senate

Copies to:

Dr. William L. Atchley

Dean Walter T. Cox

Dean George E. Coakley

Dean Susan G. Delony

The Tiger

WSBF

Dr. Horace Fleming

CLEMSON
UNIVERSITY

STUDENT GOVERNMENT

RESOLUTION NO. R-79-80-8
1979-1980 Clemson University Student SenateDate Submitted 10/4-79
Date Approved 10/8/79

COMMITTEE REPRESENTATION

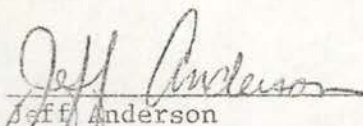
WHEREAS, the Vice President for Academic Affairs and Dean of the University is retiring at the end of the 1979-1980 academic year, and

WHEREAS, this is a position that affects academic policy in under graduate and graduate level, and

WHEREAS, Student Government showed fine representation and responsibility in helping to elect a President of the University,

BE IT RESOLVED, by the Clemson University Student Senate in regular session assembled the following:

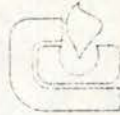
That the President of the Student Body appoint a student, approved by the Senate, to serve on the selection committee as a full voting member, and the President of the Student Body serve as an ex-officio member.


Jeff Anderson

President of the Student Senate

Copies to:

Dr. William L. Atchley
Dean Walter T. Cox
Dean George E. Coakley
Dean Susan G. Delony
Dean Kenneth VickeryThe Tiger
WSBF
Dean Victor Hurst
Dr. Horace Fleming



CLEMSON
UNIVERSITY

PRESIDENT

October 12, 1979

MEMORANDUM FOR : Vice Presidents, Deans, Directors,
Department Heads, Faculty Senate, Student
Senate and Graduate Student Association

SUBJECT : Proposals for Improved University Governance

I have concluded that the top Council in the University, the Educational Council, has served in a very limited way in the development of University policies in the past. I believe it would be more helpful to me to have a broader input which will include the views of all segments of the University. Accordingly, I wish to propose for your consideration and comment the dissolution of the Educational Council and the establishment of the University Council with the following membership:

President
Vice President for Academic Affairs
Vice President for Student Affairs
Vice President for Business and Finance
Vice President for Executive Affairs
Vice President for Development
Dean of Graduate Studies & University Research
Dean of Admissions & Registration
University Librarian
Director of University Relations
* University Staff Member
President of the Faculty Senate
President of the Student Body
President of the Graduate Student Association
President of the Student Senate
For 1980-83:

Dean of Agricultural Sciences
Dean of Architecture
Dean of Education
** [Senator from Engineering
Senator from Forest & Recreation Resources
Senator from Industrial Management & Textile Science
*** [Faculty from Liberal Arts
Faculty from Nursing
Faculty from Sciences

MEMO: Vice Presidents, et. al.
SUBJECT: Proposal ... University Council
October 12, 1979
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The purpose of the University Council would be to assist the President in formulating and implementing University policy with a view to ensuring that Clemson University always strives effectively to reach its goals of (1) providing an environment conducive to the growth of learning, teaching, scholarship, research and service, and (2) anticipating and meeting the educational needs of society in general and the State of South Carolina and the nation in particular.

I foresee the Council functioning to advise the President on matters of University governance; to accept functions and authority delegated to it by the President; to review and make recommendations on matters proposed by the faculty, staff, students, administration, Faculty Senate, Student Senate and the various University committees; and, in turn, to refer appropriate matters to the Senates, committees, groups and individuals for their consideration and recommendation.

To assist the University Council, I contemplate a strong second-tier structure of committees (perhaps another name, such as Commission, would be better) through which undergraduate, graduate, research and extension, faculty, and student affairs would pass to the Council. These bodies, perhaps 4 in number, would also have broad membership representation and would, in turn, receive input from the University committees having cognizance of related subject matter.

Finally, I would suggest that we take a close look at the functions and usefulness of the 32 councils and committees listed in the FACULTY MANUAL with a view to elimination and consolidation and the possible need for new committees.

I would not want us to become bogged down in procedural red-tape and paperwork. Rather, I envision a simple standard format for the minutes of the Council, the second-tier bodies and the committees which would facilitate ready understanding by interested parties of the actions and recommendations of the particular body.

The status and functions of the Student Senate, the Faculty Senate and the Graduate Student Association would not be affected by the proposed changes. Further, these proposals are simply proposals at this time. I welcome and I expect to receive constructive comments and suggestions. However, I do ask that your responses be in writing and be submitted to me by November 30, 1979.

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MEMO: Vice Presidents, et. al.
SUBJECT: Proposal ... University Council
October 12, 1979
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If there is general concurrence with the establishment of the University Council to function as indicated above, I will appoint a subcommittee of the Council to work on fleshing out the second-tier concept which would then be presented to the addressees of this memorandum for further comment and recommendation.


Bill L. Atchley
President

BLA/sf
Attachment

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- * Appointed by President for 3-year term.
 - ** Appointed by President of Faculty Senate.
 - *** Appointed by President on recommendation of Dean of College.

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UNIVERSITY COUNCIL TERMS

OF

Deans (D) - Senators (S) - Faculty (F)

| YEAR: | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-------------------------------|---|---|---|---|---|---|---|---|
| Agricultural Sciences | D | F | F | F | S | S | S | D |
| Architecture | D | D | F | F | F | S | S | S |
| Education | D | D | D | F | F | F | S | S |
| Engineering | S | D | D | D | F | F | F | S |
| Forest & Recreation Resources | S | S | D | D | D | F | F | F |
| Math & TS | S | S | S | D | D | D | F | F |
| Liberal Arts | F | S | S | S | D | D | D | F |
| Nursing | F | F | S | S | S | D | D | D |
| Sciences | F | F | F | S | S | S | D | D |